

## Measures To Enhance Capacity Of Teachers Being Personnel – In – Charge Of The Ho Chi Minh Young Pioneer Organization ( HYPO) In Vietnam In Present Period

Dr. Long H. Nguyen <sup>a\*</sup>, Dr.LinhN.Pham <sup>b</sup>,Dr.Thuy T.T. Le<sup>c</sup>

<sup>a,b,c</sup>Vietnam Youth Academy

\* Corresponding Author: Long, H. Nguyen, E-mail: [huulong2011@gmail.com](mailto:huulong2011@gmail.com)

**Abstract:** Solutions (measures) to enhance (improve) the capacity of teachers being personnel-in-charge of the Ho Chi Minh Youth Pioneer Organization (HYPO) play an important role in enhancing (improving) the quality of the Team work and the children's movement in schools. Current reality shows that the majority of teachers being HYPO's personnel-in-charge have a spirit of love and passion for their jobs and their pupils or students, so they engage with their work. However, because they have not been trained by a methodical and professional manner, and along with the remuneration regime, policies and job characteristics, they sometimes face many difficulties when performing their tasks. The study is conducted with a survey on 160 teachers being HYPO's personnel-in-charge in four provinces represented for three Northern - Central – Southern regions in Vietnam. The study results show that all three groups included in the survey to improve the capacity of teachers being HYPO's personnel-in-charge are all evaluated as effective by the targeted object groups. In which, the group of measures related to remuneration policies and regimes related to teachers being HYPO's personnel-in-charge is the group of measures that are more effective than the other two groups of measures.

**Keywords:** solutions, enhance/improve, capacity, teacher(s) being HYPO's personnel-in-charge.

### Introduction

#### *Issue:*

HYPO team's activities in schools play an important role in parallel with other activities to improve the quality of pupil-oriented education together with the schools. However, in the studies (researches) related to the field of HYPO team work in schools or the reports on the Team work program and the children's movement, it is shown that the current HYPO team's personnel-in-charge in schools still face many issues that need to be paid attention from the leaders. These issues included the salary policy, working regime and capacity to organize and implement the HYPO's work program and children's movement, etc. of the teachers being HYPO's personnel-in-charge. In fact, most of the teachers being HYPO's personnel-in-charge are concurrently holding that task because there is no appointment for the title of HYPO's personnel-in-charge in schools. Therefore, teachers being HYPO's personnel-in-charge have more or less difficulties in arranging time, both ensuring the teacher's professional work and ensuring the work of the HYPO's personnel-in-charge.

The reality of training at pedagogical schools today shows that pedagogical students have little or no formal training in the Youth Union, Association and Team work. With the current training program, the issue (question) is whether the graduates from the pedagogical university participating in recruitment for the position of HYPO's personnel-in-charge at educational institutions can meet the requirements of knowledge, profession, skills (basic issues of professional competence) to perform assigned tasks. Therefore, it is necessary to invest in study (research), find out the causes and apply positive impact measures to improve the capacity of teachers being HYPO's personnel-in-charge in the future, especially for students in the field of Youth Union, Association, Team which is what needs to be done to meet the requirements of the job, the innovative general education program in the current period.

The study proposes three groups of measures to enhance (improve) the capacity of teachers who are HYPO's personnel-in-charge: (1) a group of measures related to regimes and policies; (2) a group of measures related to training and fostering and (3) a group of measures related to testing (examination) and evaluation. These three groups of measures are both macroscopic for agencies and sectors and at the same time microscopic for educational institutions, schools and teacher team being HYPO's personnel-in-charge.

#### *Objectives*

The study proposes 3 groups of measures and surveys to identify effective measures in improving the capacity of teachers being HYPO's personnel-in-charge in the current period.

#### *Overview of some research projects*

The author Dao ThiOanh and at el also had a research project on solutions to improve pedagogical capacity, also mentioned the necessary competencies of teachers, from which the research proposed the following: solutions to

help agencies, pedagogical schools or high schools take appropriate measures to help teachers enhance (improve) their pedagogical capacity to meet the requirements of innovative general education (Dao ThiOanh, 2011).

Discussing the influencing factors and solutions to enhance (improve) capacity for the management team leading public universities, author Hoang Thi Van Anh - Vietnam Youth Academy said: Capacity is a set of skills, knowledge, behaviors, and attitudes that are accumulated and used by an individual to achieve the results required by the job. These capacities can be increased or inhibited from many objective and subjective factors. Through analyzing these influencing factors, the author proposed some solutions to improve the capacity of leadership and management staff at public universities in Vietnam. Competence and factors forming capacity. Therefore, capacity is dominated and influenced by the following factors, specifically: (1) The first factor: Mechanisms of forming personal capacity of public employees include: Educational qualifications: including educational degrees, professional qualifications, political theories are trained in schools and fostered and studied through working time; (2) The second factor: State institutions include: State management institutions towards public employees. The author proposed two groups of measures to improve the capacity of the leadership and management staff at public universities: First, to innovate the planning, appointment and recruitment of leadership positions, management in public universities; Second, to promote capacity enhancing for leaders and managers based on the competency framework of the job position (Anh, 2021).

Author Nguyen Thai An, in his research work named "The current situation of training, fostering and using teachers who are the HYPO's personnel-in-charge in schools in 2016", the author has made an overview of the quality of teachers being HYPO's personnel-in-charge. In which, the author focuses on surveying on professional qualifications, trained specialties and some issues related to the ability of a teacher to perform the duties of a HYPO's personnel-in-charge. The results of this study also show that most of the current team of HYPO's personnel-in-charge had little specialized training in expertise, profession, and skills related to professional activities. Teachers working as HYPO's personnel-in-charge are only allowed to learn a small amount of knowledge and skills in pedagogical schools, then most of them often follow the motto "training-on-the-job". Therefore, the quality of the HYPO's activities in schools has not been improved (An, 2017).

In the study: "Improving the quality of the training and fostering teachers cum HYPO's personnel-in-charge in the current period (2014), author Nguyen Minh Thai said that the HYPO's current personnel-in-charge has not been trained and fostered methodically, scientifically and intensively, so it has more or less greatly influenced the quality of the Organization's work and the children's movement in schools today. With his research results, the author believes that if there are solutions to link the management agencies and the training and fostering programs are implemented in a more methodical, scientific and professional manner, they will increase the competencies of the Organization's personnel-in-charge (Thai, 2014).

In summary, the basic and serious studies on the current situation of the teachers being HYPO's personnel-in-charge, there are still quite a few studies explaining the causes in the organization and operation of the HYPO's personnel-in-charge team, especially in the educational sector, there are not really many authors devoted to research on this field. However, these studies have shown the skills and professions of the HYPO's personnel-in-charge that must be performed in the course of performing their duties. In order to perform well the HYPO's personnel-in-charge's functions and duties, it required the HYPO's personnel-in-charge must be well-trained, regularly fostered, and must have an environment in which to demonstrate their abilities.

## **Methods/Materials**

### ***Researched objects***

The study conducted a survey on 160 teachers from the following provinces: Ho Chi Minh City, Hanoi City, NinhThuan Province, KienGiang Province and more than 20 researchers, public officials of Communist Youth Union at all levels, administrators of junior high schools and primary schools in Ho Chi Minh City and neighboring provinces. These are the teams that are closely related to the work of teachers being HYPO's personnel-in-charge.

The selection of research objects in the above provinces is both representative of the region and representative of the results of the Team work program and the children's movement among the provinces and cities.

The research sample was evenly distributed among 4 cities and provinces, there are 40 samples in each group of objects, accounting for 25%. The 4 cities and provinces have been evaluated well and excellently by the Central Committee of the Ho Chi Minh Communist Youth Union for their work programs and children's movements in recent years.

### ***Study (research) methods***

In this study, we use the survey method by survey sheets consisting of 11 items divided into groups of measures to enhance the capacity of teachers who are HYPO's personnel-in-charge: a group of solutions related to policies and regimes; a group of solutions related to fostering and training and a group of solutions related to testing and assessing capacity. Each item has 4 answer options as follows: 1 - ineffective, 2 - partially effective, 3 - effective, 4 - very effective. Thus, the higher mean score (M) means that the measure is considered by the objects to be effective in enhancing the capacity of teachers being HYPO's personnel-in-charge and vice versa, the lower mean

score means this measure will be less effective in enhancing the capacity of teachers being HYPO’s personnel-in-charge.

In addition, in this study, we used an in-depth interview method with a number of related objects such as: experts - lecturers specializing in Youth Union work, leaders of schools, experts in the public sector etc, who collaborated with the Ho Chi Minh Youth Pioneer Organization (HYPO) to learn about their assessment of the actual capacity of the teachers being HYPO’s personnel-in-charge to ensure the objectivity in the assessment.

## Results and Discussion

### Overall assessment (evaluation) of capacity enhancing measures

No.	Group of measures	GPA	Mean score	SD
1	Measures related to policies and regimes	2.96	2.87	0.72
2	Measures related to professional practice, training and fostering	2.83		
3	Measures related to testing and evaluation	2.82		

**Table 1:** Overall assessment (evaluation) results of measures to enhance capacity for teachers being HYPO’s personnel-in-charge

The results in Table 1 show that, with the mean score ranging from 2.82 to 2.96 and standard deviation (SD) point of 0.72 - , it reached a good level in the rating scale. This means that the measures included in the survey are considered by the targeted object groups to be from effective to very effective in enhancing the capacity of teachers being HYPO’s personnel-in-charge.

The results in Table 1 also show that, among the 3 surveyed measures, the measures related to policies and regimes are evaluated by the targeted object groups as more effective than the other 2 groups of measures. Combined with the interview method also gave similar results. With the question: "What is the most effective solution in enhancing the capacity of the HYPO’s personnel-in-charge team in the current period?". Mr. N.N.P (Vice-Principal of ĐD Primary School - BinhThanh District, Ho Chi Minh City said: "There are many solutions to help teachers being HYPO’s personnel-in-charge to enhance their capacity, I myself used to be aHYPO’s personnel-in-charge member so I understood well. However, remuneration regimes for HYPO’s personnel-in-charge would be better or it would be better to have one teacher per school to do this job...". Ms. P.T.T.H (HYPO’s personnel-in-charge of Ninh Son Primary School, NinhThuan) said, "I myself am not afraid to be the HYPO’s personnel-in-charge, however, I find that the HYPO’s personnel-in-charge is in charge of too many jobs etc from small to big ones and a lot of unnamed jobs, while the salary is not good and the number of working hours is not significantly reduced compared to the workload, so it is a bit hard".

### Detailed evaluation (assessment) of each group of solutions

#### Group of measures related to policies and regimes

No.	Measures	Results					
		Disagree (%)	Partially agree (%)	Agree (%)	Strongly agree (%)	GPA	Ranking
1	In parallel with the reduction of working hours according to regulations, a monthly support regime is required.	3.1	25	50.6	21.3	2.90	2
2	Increase the number of teachers cum HYPO’s personnel-in-charge (1 head, 1 deputy)	4.4	20.6	57.5	17.5	2.88	3

3	Payroll for a teacher HYPO's personnel-in-charge in the school	1.5	18.9	48.3	31.3	3.09	1
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**Table 2:** Evaluation of the effectiveness of the group of measures related to policies and regimes

The results in Table 2 show that, one of the three measures included in the survey, the one that is considered the most effective is the “Payroll for a teacher HYPO’s personnel-in-charge in the school”, which is the most effective measure. In the current period, with an mean score of 3.09, the highest ranking in the survey and this level is close to the very effective level in the rating scale. This means that with the workload of a teacher today, along with the additional duties of a HYPO’s personnel-in-charge, it will be difficult to complete the assigned task well. In fact, currently most schools do not have a job position for the title of a HYPO’s personnel-in-charge, although the position of a HYPO’s personnel-in-charge has a list by job position. Meanwhile, the remaining two measures are also interested by targeted object groups. In which, the solution to support more budget funding for the teaching staff as the HYPO’s personnel-in-charge is also evaluated as effective.

Combined with the in-depth interview method with the question: “*In the three solutions related to policies and regimes to enhance the capacity of teachers as HYPO’s personnel-in-charge, which is the most effective?*”. Mr. D.TB (a HYPO’s personnel-in-charge of Kien Luong Primary School, KienGiang Province) said: “*Actually, I personally and several of my colleagues who are doing this task in schools have passion and love students, so we always make efforts to engaged with the profession. However, because we both have to perform the teachers’ duties and HYPO’s personnel-in-charge’s task, with a lot of work, so we are more or less affected. We only wish that our remuneration regimes and policies would be more better or that the competent agencies and departments should think about employing a person to do this job...*”. The study raised the question: “*Why is there no professional staff in charge of HYPO’s task in schools?*”. Ms. N.T.X.L (Vice-principal of a primary school in Tan Binh district) said: “*We, school leaders, always want this and always suggest to our superiors, however, due to the mandatory requirement, that is someone wants to be a HYPO’s personnel-in-charge, he or she must be a teacher, but once being a teacher, every teacher wants to be in class, so the HYPO’s job is also a mandatory situation, ...*”. From the study (research) results, we see that, in order to enhance the capacity of teachers being HYPO’s personnel-in-charge, the solution of training, fostering or changing the regulations on HYPO’s personnel-in-charge in schools so that those who have specialized training in Unions, Associations and Teams can also become HYPO’s personnel-in-charge in schools.

#### Group of measures related to professional practice, training and fostering

No.	Measures	Results					
		Disagree (%)	Partially agree (%)	Agree (%)	Strongly agree (%)	GPA	Ranking
1	Teacher self-studies over the internet or material documents.	7.5	32.5	47.5	12.5	2.65	5
2	Annual training and fostering.	3.1	20.0	56.3	20.6	2.94	2
3	Professional training before becoming a HYPO’s personnel-in-charge	1.9	18.8	59.4	20.0	2.98	1
4	HYPO’s personnel-in-charge can learn additional skills: singing, dancing, MC speaker, etc.	4.4	30.6	51.3	13.8	2.74	4
5	Exchange and discuss experiences between the team of HYPO’s personnel-in-charge on a quarterly basis	1.9	25.0	61.3	11.9	2.83	3

**Table 3:** Evaluation of the effectiveness of the group of measures related to training and fostering.

The results in Table 3 show that professional training before assigning tasks to teachers being HYPO’s personnel-in-charge is the measure chosen by the studied objects with the highest level with an average rating of 2.98 - the top among the measures. This result proves that if you want to take on any field, you must first have specialized capacity for that job. Moreover, the job of a HYPO’s personnel-in-charge in a school is not merely a technique and not just a hobby, it is a series of skills and methods required to organize educational activities toward pupils. If pupils' learning becomes stressful, HYPO’s activities along with other school activities will create more motivation and create joy for them to come to class. In addition, a number of measures are also interested by the target object group such as regular and annual training and fostering for exchange and learning among the HYPO’s personnel-in-charge.

The reality in training and fostering for teachers being HYPO’s personnel-in-charge today also shows that: every year, this team is trained and fostered by relevant units such as: Provincial Youth Union, Department of Education of provinces and cities during professional training and fostering courses for HYPO’s personnel-in-charge. However, the duration time for these training sessions is also limited, so the content is not very effective. Assessing the annual training and fostering work in his province, Mr. N.M.P (Deputy Secretary of the Youth Union of NT Province) said: *“The annual work program of the Youth Union is held, every year, the provincial Youth Union coordinates with Southern Sub-Institute - Vietnam Youth Academy organizes 1-2 courses for HYPO’s personnel-in-charge charge of children’s activities in residential areas and for teachers being HYPO’s personnel-in-charge in schools. However, because the situation of teachers often changes every year, the results of training and fostering courses have not met the expectations of the class organizers, ...”*. Mr. T.Đ.D (lecturer of the Southern Sub-Institute) added: *“Every year, the Institute also has programs to cooperate with provinces and Youth Union to organize training courses, but due to the professional skills of the teachers are very different, it is difficult for the organizers and teaching staff to enhance this team’s capacity in a comprehensive way. I think, the training is only really effective when the entry requirements to become a HYPO’s personnel-in-charge is raised, in other words, before assigning a teacher to be a HYPO’s personnel-in-charge, the school should pay attention to the professional and inter-professional training on the HYPO’s work.*

**Group of measures related to testing and assessment**

No.	Measures	Results					
		Disagree (%)	Partially agree (%)	Agree (%)	Strongly agree (%)	GPA	Ranking
1	Organize the contest of the Excellent Team of HYPO’s personnel-in-charge.	1.9	22.5	63.8	11.9	2.86	2
2	The school checks and attends as the prescribed.	4.4	29.4	55.6	10.6	2.73	3
3	Testing the professional knowledge and skills before being assigned as a HYPO’s personnel-in-charge.	5.0	20.6	56.3	18.1	2.88	1

**Table 4:** Evaluation of the effectiveness of the group of measures related to testing and assessment

The results in Table 4 show that, of the three measures included in the survey, the one that needs professional testing before assigning to be a teacher in charge of the HYPO’s work has an mean score of 2.88 and leads the first ranking. This result is completely similar to the measure that the HYPO’s personnel-in-charge needs to receive professional training (knowledge, skills, professional skills) before being assigned tasks in group of measure No. 2. Thus, the training, fostering for the reserve (backup) team is really an important job for the staff in charge of children’s movements in general and the teachers being HYPO’s personnel-in-charge. The problem of the current training program in pedagogical schools shows that the amount of knowledge related to the profession

of the HYPO's personnel-in-charge is very limited, if not absent, if any, only in the training teachers for primary schools with a certain number of class hours that are just enough to equip students with the basics knowledge on HYPO. The job of being a HYPO's personnel-in-charge is a special job that requires professional and methodical training to be able to meet the job requirements. To clarify this issue, Ms. L.T.M.H (former teacher and expert in children's work in Ho Chi Minh City) said: *"In fact, the educational sector and leaders of the Union at all levels have been very concerned to the training and fostering of teachers in charge of the HYPO's career work through the contest of the Excellent HYPO's personnel-in-charge team, through exchanges etc. In addition, the school administrators also regularly inspect teachers' expertise through their attendance, training sessions etc. However, in order for the quality of the team's work to become effective, it is required a professional and methodical solution, in which the training of reserve (backup) staff or before being assigned the task, the teachers must participate in professional training from 1 to 2 months to be able to perform the basic skills and operations of a HYPO's personnel-in-charge.*

A number of the measures that are not appreciated by the target object groups are: testing, attending the HYPO's personnel-in-charge's class hours or self-studying, self-improvement of professional knowledge, which are not meaningful measures for enhancing the capacity of teachers cum HYPO's personnel-in-charge. The examination, attendance or professional test is sometimes still a formality, so the teacher in charge of the HYPO's work only follows as attending a movement, so the professional sustainability is not high. On the other hand, HYPO's work always has its own distinctive characteristics, which are both in breadth and depth, both movement and character education for students, a fun environment, training etc. Therefore, it is necessary to invest in long-term measures in professional work for teachers being HYPO's personnel-in-charge, the recruitment of personnel in the right specialty of the Union, Association and Team's professional field to improve/ enhance the quality of the Team's work and the children's movement in schools in general and the capacity of the teachers team being HYPO's personnel-in-charge should be enhanced to meet the requirements of the educational program in the current period.

### **Conclusion**

From the research results, it is shown that enhancing the capacity of teachers being HYPO's personnel-in-charge is to improve/enhance the quality of Team's work and the children's movement in schools. From there, it will contribute to enhancing/improving the quality of education in schools to meet the requirements of current educational innovation.

In the three groups of measures included in the study, the mean score ranged from 2.82 to 2.96, which is the level of effectiveness in the rating scale. In which, the measure of assigning one staff member to the teacher in charge of the Ho Chi Minh Youth Pioneer Organization (HYPO)'s task in schools is the most effective measure.

The results of this study also show that the quality of teachers being HYPO's personnel-in-charge should be paid attention to improving/ enhancing the quality of the HYPO's work and children's movements in schools. In which, focusing on training the reserve (backup) team, enhancing the learning content on knowledge, skills and profession in the pedagogical student training program or professional training before assigning tasks etc, is also a measure which is highly appreciated by the target objects.

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