

Thesis Title	System for Competency Development for Administrators in Catholic Diocesan Schools
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ABSTRACT

The purpose of this research is to present the “System for Administrators Competency Development in Catholic Diocesan Schools” which can be divided into four categories as follows: (1) to study the conditions and requirements in the recruitment, development and supporting system for the promotion of clergymen; Priest, Soeur and Sister to the administrative positions in the Catholic Diocesan Schools. (2) to study the career ladder and the administrator positions according to the professional standards; core competency, managerial and functional competency; (3) to design the career ladder and position assignment according to the professional standards of Catholic Diocesan Schools (4) to present the administrative competency system and development guideline suitable for administrators in Catholic Diocesan schools.

The findings of this research are as follows:

1. The method of designing the position and career ladder is divided into two groups:(1) extra-large schools and (2) medium-size schools which are categorized according to work complexity; workload and the administrative requirements in the career ladder.

2. The Position Classification and Career Ladder Pattern of administrators in Catholic Schools for extra-large schools consists of (1) director (2) deputy director (3) assistant director. For medium-size schools consists of (1) director and (2) assistant director.

3. The system of administering competency and development in Bangkok Education Department of Bangkok Archdiocese consist of three parts:

System 1 Position Classification and Career Ladder Pattern in Catholic Diocesan Schools

System 2 Competency System Classification and Career Ladder in Catholic Diocesan Schools

System 3 Succession development for the educational administrator in Catholic Diocesan Schools consists of three sub-systems, that is, (1) Position Classification and Career Path Pattern. (2) Competency System Classification and Career Path. (3) Succession Development Planning System of the Catholic Diocesan Schools.

4. The guidelines for competency development for administrators in Catholic Diocesan Schools should consider the following: (1) Arrangement for career ladder (2) Position (3) Position levels (4) Outstanding qualities (5) Scope of duties and responsibilities (6) Core competencies (7) Managerial competencies (8) Function competencies (9) Individual Development Plan (IDP); policy; development and management directions of human resources in the Catholic Diocesan schools.