

# Well-being of Teachers & Students in Korea

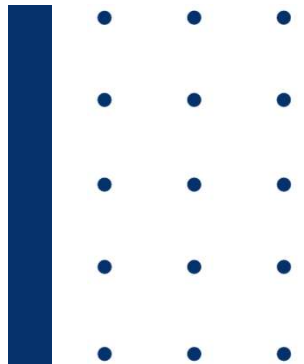
*School Reform to enhance the Well-being of children and teachers*

*: Perspectives and initiatives regarding well-being in education policy*

International Symposium of National Institute of Educational Policy Research (NIER)

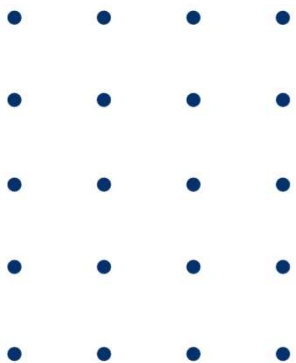


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**(Answering the unquestioned question)**

# 1. What is well-being?

## Concept of WELL-BEING

### What is well-being?

- being happy & living with good spirit?
- psychological condition and/or physical action?

### What is happiness? (the original question of what is well-being)

- **Hedonia** : human actions for the purpose of happiness
- **Eudaimonia** : good (happy) life with one's mind

# 1. What is well-being?

## Hedonia & Eudaimonia

### **1. Hedonia : understands pleasure as the core of happiness**

- **based on economics and psychology (i.e. human capital, subjective well-being)**
- **core concept is subjectivity (happiness is a subjective evaluation of human life and subjective evaluation is based on individual's measure of pleasure)**
- **focus of hedonian perspective of happiness is on the positive factors of happiness (e.g. GDP, life satisfaction, etc.)**

# 1. What is well-being?

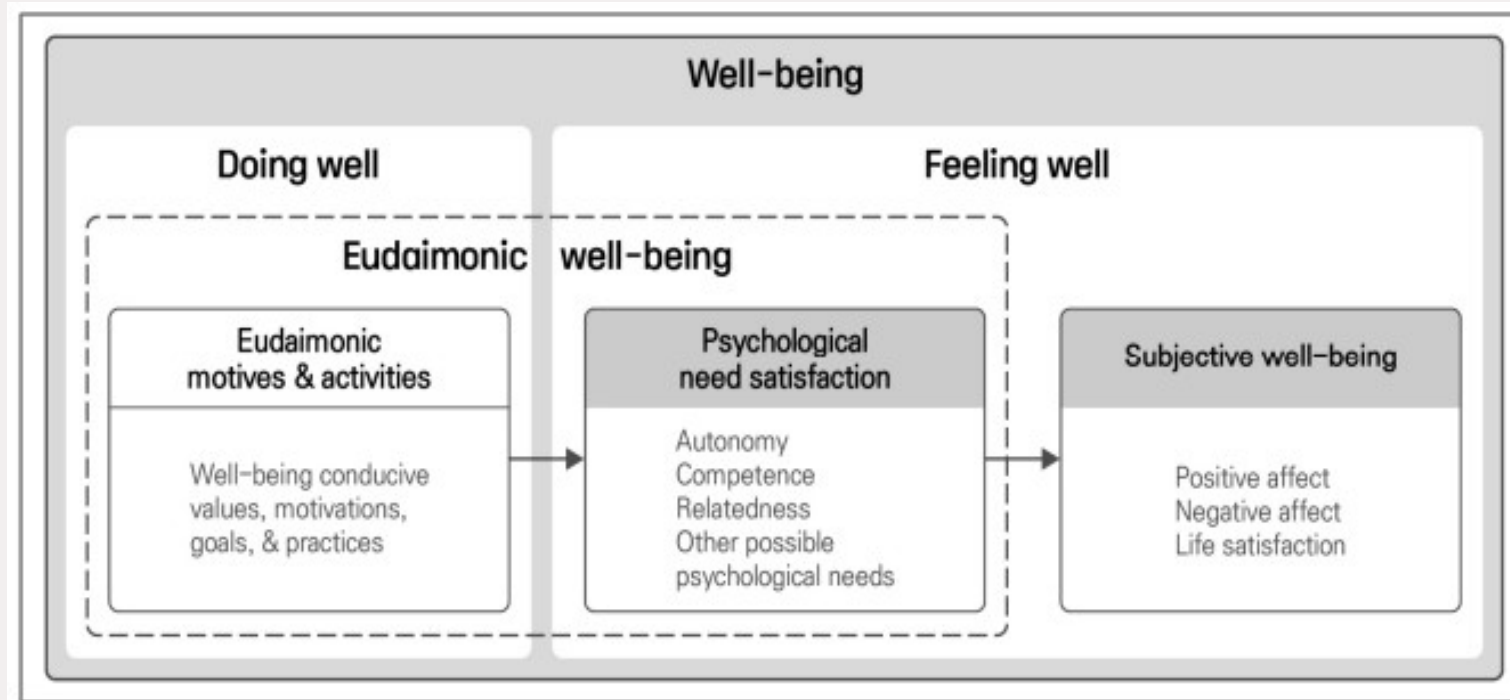
## Hedonia & Eudaimonia

### **2. Eudaimonia : centered around the ethics (i.e. values, virtues, & goodness)**

- **happiness is not only about individual's living (being) well but also doing well**
- **there is no absolute standard of happiness, but certain values, virtues, goodness for common & good in society (i.e. ethics that serve as objectivity of happiness)**
- **research find doing well increase the status of being well (i.e. flourishing)**

# 1. What is well-being?

## Hedonia & Eudaimonia



# 1. What is well-being?

## Hedonia & Eudaimonia

**In summary, both Hedonian and Eudaimonian perspective of happiness base on individual's subjective connotation**

- **(hedonia) state of immediate and temporary enjoyment (i.e. satisfaction)**
- **(eudaimonia) meaning of life with long-term purpose (i.e. individual & society)**
- **two different, but not contrasting**
- **not about : right or wrong / better or worth / the East or West**
- **but about : individual's choice of happiness / complementary & synergistic / continuum and balance / choice at a moment**

# 1. What is well-being?

## Hedonia & Eudaimonia in education

**In recent years, eudaimonian perspective of happiness (well-being) is more emphasized in education policy (being well + doing well)**

- strong foundation of ethics and desirable life for individuals and communities**
- also provide practices of being and doing good**

**In schools,**

- teach what it means to have a good life, individually and collectively**
- teach the actions of arete, phronesis, and excellence in pursuit of happiness**

## 2. What is student well-being?



### How is well-being conceptualized in education?

**In most education system, if not all, well-being (happiness) is the goal of school education (eudaimonian perspective)**

- happiness, full-filling life, flourishing individual & community**
- school education is about knowledge and practice of what a good life is and how to pursuit it**

**AND, the rational (理 致) of what & how of good life (what we teach in schools) becomes a policy question (agent dependent by country, by culture, by individual)**

## 2. What is student well-being?



### What is student well-being? The Policy question

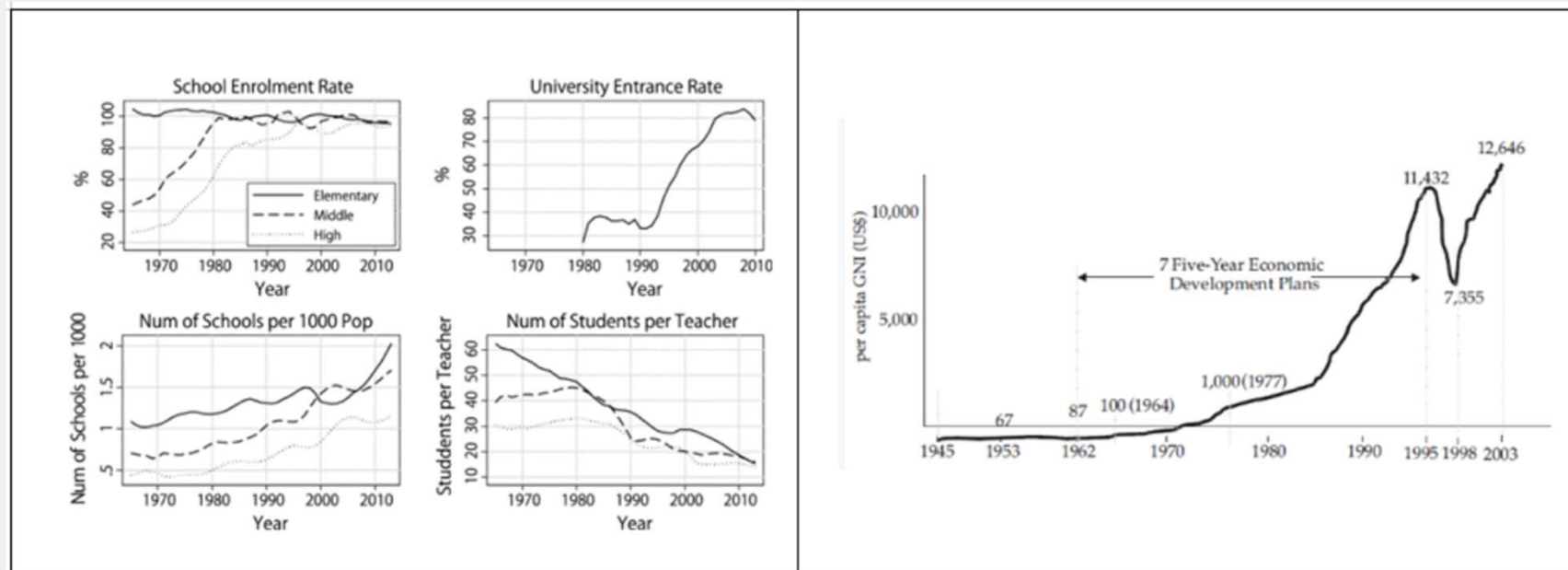
**The eudaimonian perspective of student well-being is only recent, most time in modern era (20th century) school education was (and still) is based on human capital theory**

- goal of education is set towards human resource development**
- economic growth of individual & country (e.g. Mincer's earnings function)**

## 2. What is student well-being?

### Policy for student well-being, the case of Korea

#### The case of Korea

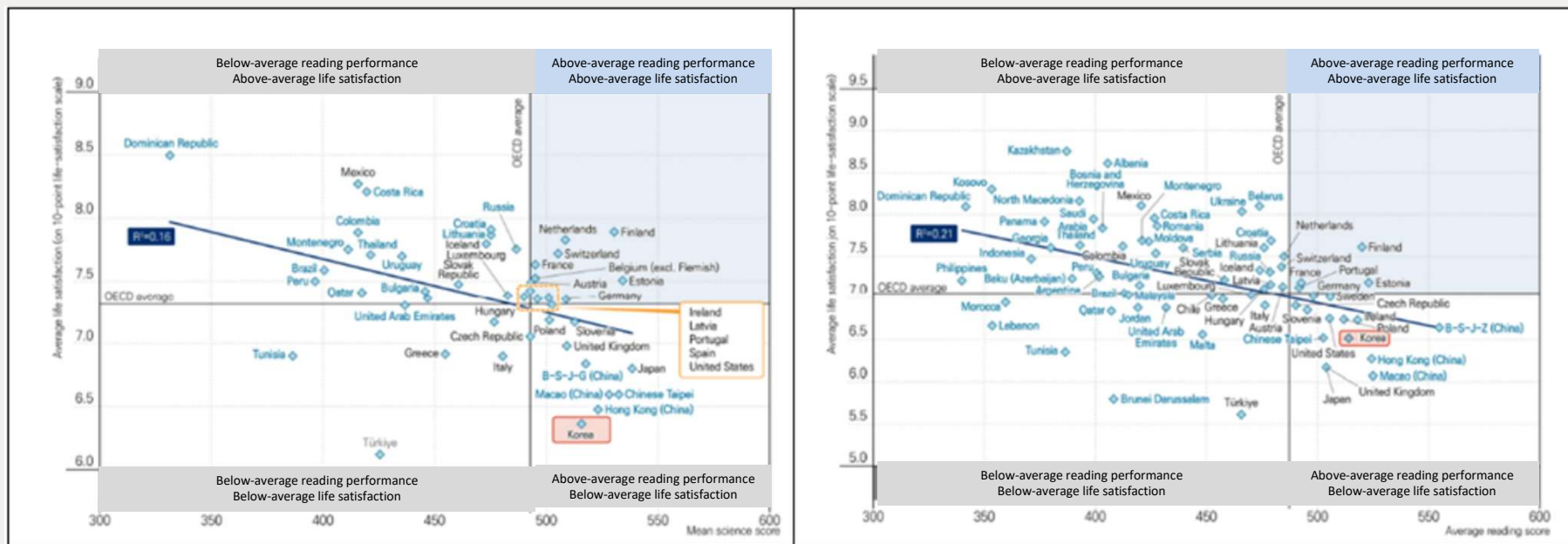


Education development & economic growth of Korea

# 2. What is student well-being?

## Policy for student well-being, the case of Korea

### The case of Korea



**PISA 2015 & 2018 student achievement science (left) & reading (right) and life satisfaction**

## 2. What is student well-being?

### Policy for student well-being, the case of Korea

**From early 2010's Korea faced the problem of students' low life satisfaction**

- **2013-2016, Park administration : “Happy Education” as education policy slogan**
- **policies : free-semester (middle school), shift to credit from unit (high school), healthy school climate projects (e.g. teachers' PLC)**
- **focus on reducing academic work load, more time for students to navigate talents & ability, furnishing curriculum for future, reducing cost of education**

## 2. What is student well-being?

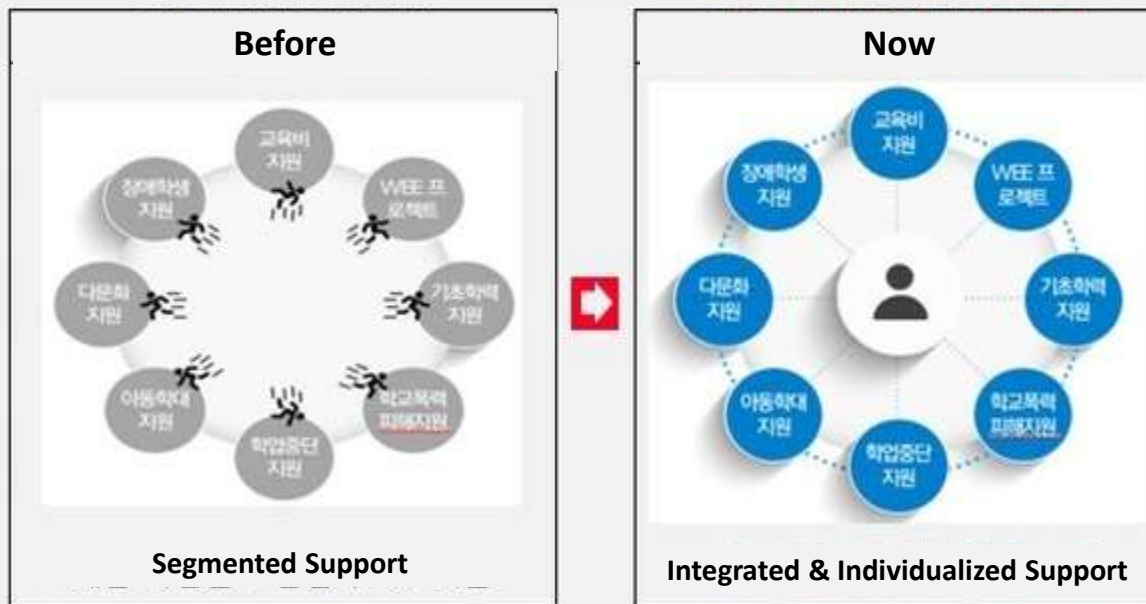
### Policy for student well-being, the case of Korea

**Continued the emphasis on Happy Education (student well-being)**

- **2017-2022, Moon administration : student well-being imbedded in education policy**
- **policies : innovative school, maul (village) education, student welfare (health)**
- **focus on student physical & mental health (1st & 2nd Student Health Promotion Plan), policies for connecting schools, families, and community (sharing responsibilities of student well-being)**

## 2. What is student well-being?

### Policy for student well-being : Student Customized Integrated Support System (2025~)



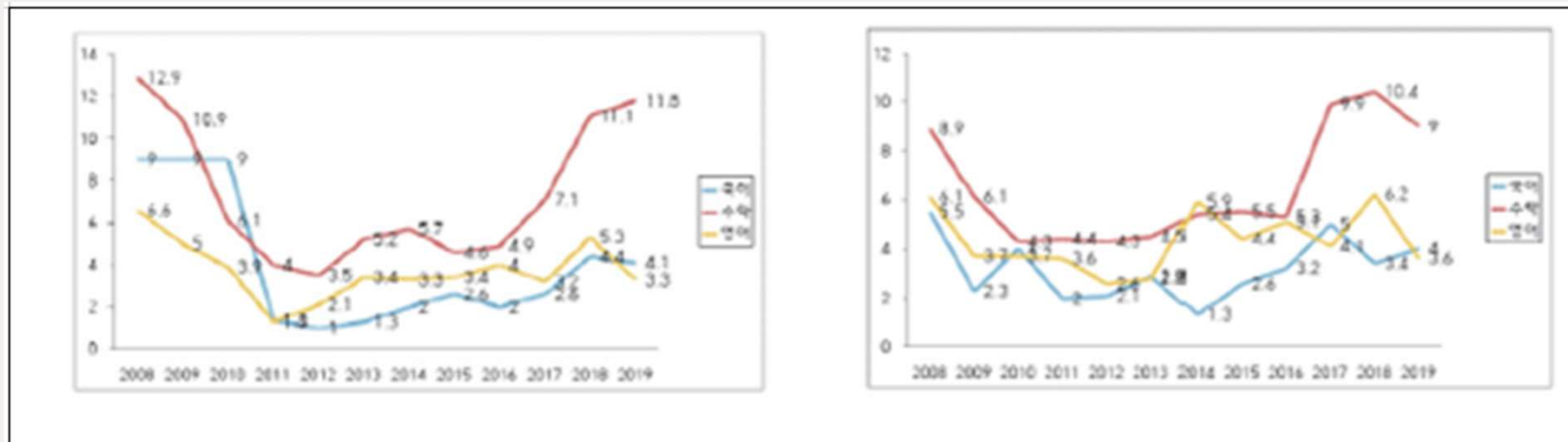
#### Major support areas

- **Physical & mental health**
- **Basic academic skills**
- **School violence (e.g. bullying)**
- **School drop-out**
- **Child abuse (at home)**
- **Multicultural background family support**
- **Disability**
- **Education expenses**

## 2. What is student well-being?

### The trade-off of student well-being

#### The trade-off between student well-being and academic achievement



Ratio of below-basic achievement level at middle school grade 3 (left) & high school grade 2 (right)  
(Korean language, Math, English)

## 2. What is student well-being?

### **The trade-off of student well-being**

#### **The trade-off between student well-being and academic achievement**

- **the trade-off between well-being and academic achievement is not only in Korea but at the international level (a policy matter)**
- **from a policy perspective, academic achievement is the indicator of school education accountability and the frame of school effectiveness**

## 4. What is teacher well-being?



**The unquestioned question: what is teacher well-being?**

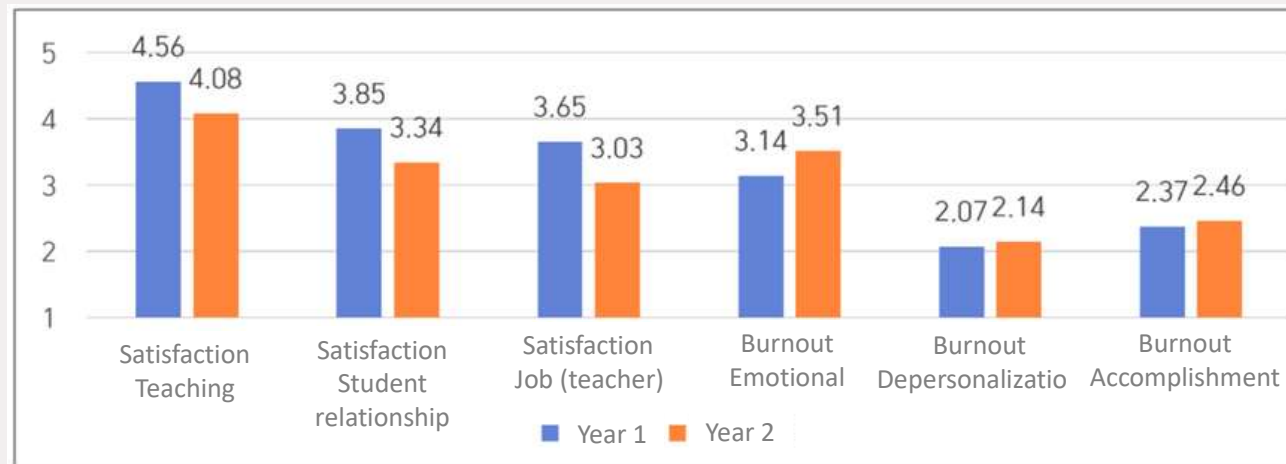
**What does a 'good school' mean?**

- **10 out of 10, the answer would be student oriented  
(i.e. student learning, student growth, student well-being)**
- **most, if not all, research of 'good school' focus on effective school, excellent school, good classes that can maximize educational performance of schools for the students not the teachers**

## 4. What is teacher well-being?

### Teachers at RISK : Increasing teacher stress and burnout

**Decreasing job satisfaction & increasing burnout of teachers is evident**

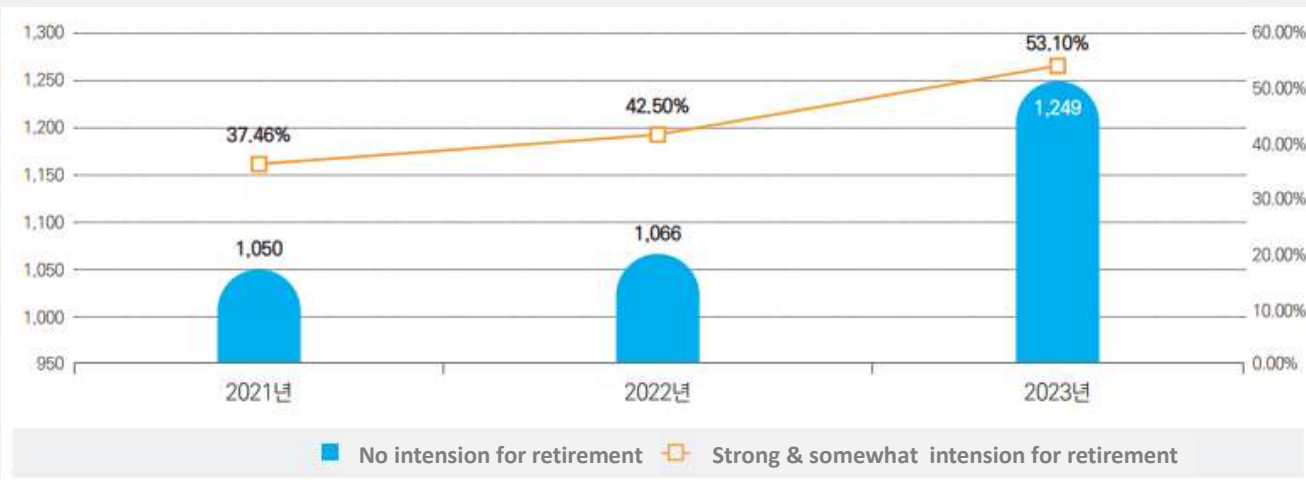


**Korea Teacher Longitudinal Study, KTLS (2021~) teacher satisfaction & burnout**

## 4. What is teacher well-being?

### Teachers at RISK : Increasing teacher turnover intension

#### Increasing teacher turnover intensions (2021-2023)



KTLS (2021~) teacher turnover intension

#### Key results of turnover intension

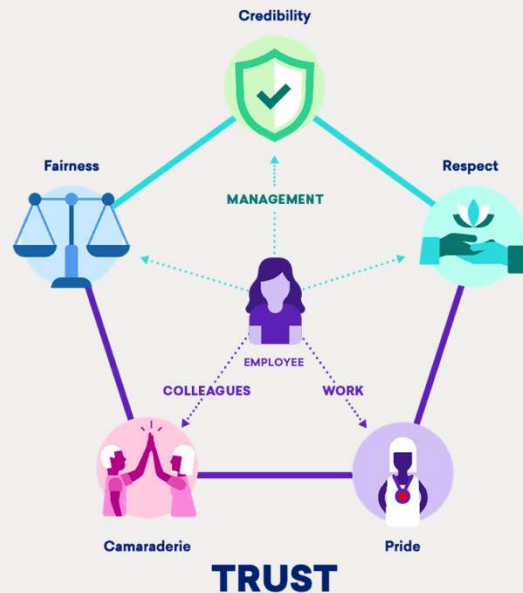
- Female teacher more likely to have turnover intension than male teachers
- Early career teachers more likely to have turnover intension than experienced
- Urban school teachers more likely to have turnover intension than rural

## 4. What is teacher well-being?

Again, the unquestioned question: what is a good school for teachers?

What does a 'good school' mean for the teachers?

- A good school for the teachers is a school where teachers want to work at

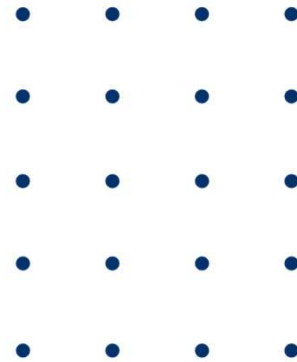


**Great Place To Work (GPTW)** (Levering, 1984)

- **Credibility** (is the leadership trustworthy?)
- **Respect** (are teachers respected by leadership?)
- **Fairness** (are practices and policies fair?)
- **Pride** (do teachers proud of their work?)
- **Camaraderie** (do teachers feel supportive & welcoming?)



**THANK YOU~**



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