Design of MOOC training system based on Competency Model

Wang Rongshan1, Li Li2

1 School of Education Science and technology, Northwest University for Nationalities, Lanzhou, Gansu, Peoples R China

2 Gansu Institute of educational science, Lanzhou, Gansu, Peoples R China

## Abstract

The psychological health education of primary and secondary school students is becoming more and more urgent and important, and training of excellent mental health education teachers become the key issues. But the teachers of developing area are lack of training. "Internet plus education" mode will solve the bottleneck; MOOC training system of competency model will effectively solve this problem. The study acquires competency data effectively by BEI (behavioral event interview), construct the competency model of teachers' psychological schools in Gansu province. According to the design of MOOC training system of school psychology teacher, tries to train and improve psychological competence of the primary and middle school psychological teachers' by "Internet + education", promote campus psychological construction and the construction of harmonious campus.

### Keywords

Primary and secondary schools, Psychological teachers, Competency model, MOOC design

## 1. Introduction

Along with the rapid development of China's social economy and education reform, psychological health education is paid gradually attention .More and more mental health problems appeared during the primary and middle school students. Full-time mental health teachers are needed. The Education Department of Gansu province realized the great importance of mental health education and put into lots of funds for the construction of primary and secondary school psychological consultation room, hardware facilities. The Education Department of Gansu province also organize teachers accept mental health qualification training, which has reached a certain scale. How to select and train the relevant teachers to be more scientific is an urgent problem to be solved. But less developed areas and counties face a shortage of teachers in the reality of the plight, especially the psychological health teachers. The psychological health teachers mainly have two training paths: one is the professional psychology; the second is training culture class teachers through systematic training counselors certificates to obtain. But still cannot meet the requirements of the quality and quantity of two aspects. MOOC can achieve cross regional teacher education, MOOC is a large open network course (open online courses massive). [2]The large open network course has successfully realized the interaction of knowledge, which is suitable for the expert training[1].

How to build a targeted comprehensive and effective training MOOC curriculum system is the primary consideration of the problem [2]. The teaching effect is not as good as expected is critics of MOOC major limitation of understanding[1]. In order to achieve a practical basis for the training of psychological teachers, MOOC should build a perfect learning ecosystem; reduce the training time to explore the time, directly trained in the best resources.

How to build the most excellent resources of the MOOC curriculum system, the system based on the competence will be the best choice. The concept of Competency was proposed by American psychologist David McClelland in 1973, which is the deep level characteristic of the individual that can distinguished between the outstanding achievement and the common person. Competency model refers to a series of competencies that are needed to accomplish a particular task efficiently [3]. Competency model can predict the future development potential, assess the current capacity. Competency features generally include differential competency and baseline competency. MOOC based on competency model has the following advantages:

### 1.1 Learning mode: flexible autonomy

MOOC makes the education training no longer be stucken in time and space, and other training resources. Through full communication and discussion in the Internet platform, MOOC makes the sharing of knowledge and promoting of teacher competence come true. MOOC curriculums produce complex and efficient learning network by interaction, get the suitable path to the learners, and complete the deep thinking and fully master.

### 1.2 Extraction learning: focusing on

The design of MOOC training system can be fully rooted in the competency model, focusing on upgrading knowledge and skills. The curriculum system is closely related to teachers' professional development, which can fully motivate learners to learn actively.

### 1.3 Learning platform: open fusion

In the MOOC courses system, the education manager issue curriculum learning activities and discussion topics by platform center. Learners can interaction in depth discussion and promote the learning effect. The learning platform can be upgraded and improved by feedback [4].

This study focuses on competency model construction of psychological health teachers of elementary and middle school of Gansu Province. On this basis, MOOC training system will be designed.

## 2. The competency model construction of the primary and secondary school teachers in Gansu Province

### 2.1 Dictionary of competency

Building the primary and secondary school psychological teachers competency research experts team and discussing deeply, then get the "Gansu Province primary and secondary schools teachers' psychological competency dictionary", "Gansu Province primary and secondary school teachers' psychological competence interview outlines" and "Gansu Province primary and secondary schools teachers' psychological competence Checklist".

### 2.2 Choose subjects

In this study, the expert group makes selection criteria according to specific requirements of school mental health education teachers, job description and expectations of good psychological teachers’ competent behavior and job performance. The interview sample selection criteria are determined as follows:

① Have three levels or two Psychological counseling certification of National Human Resources Department;

② The recognition of the professional knowledge and ability of the school's psychological consultation, including the feedback of the students and the evaluation of their colleagues;

③The frequency and enthusiasm of the professional training education in the direction of psychological counseling.

Selected 30 primary and secondary schools psychological teachers(the work is full 2 years and above) as the object of behavior event interview, which in the counties of Gansu Province, Lanzhou City, Baiyin City, Tianshui City, Jiuquan City.

### 2.3 Implementation of behavioral event interviews

According to the research methods and process of BEI, organized primary and secondary school psychological teachers competency research experts team discussed deeply, then formed the "Gansu Province primary and secondary school psychological teachers' competency interview outline", and selected the five Gansu Province psychological teachers in primary and middle schools as subjects [5].

### 2.4 Determine the competency checklist

By the Gansu Province primary and secondary school psychological teachers competency research experts team in-depth discussions and literature collation, determined competency checklist, including 20 behavior characteristics and 20 kinds of personality characteristics. Asked interviewees to sort according to personal practical teaching experience.

### 2.5 Interview text coding

Organized interview materials and convert them into words, a total of 21539 words.

Using survey of the "primary and secondary schools teachers' psychological competency Checklist of Gansu Province ", let 40 psychological health teachers select 10 kinds of high performance competence force characteristics from 20 behavior characteristics and 20 personality traits and sorting. As shown in Table 5 according to the frequency of the occurrence frequency and the percentage of competency.

### 2.7 constructing the competency model of primary and secondary school teachers in Gansu Province

According to the results of the interview data analysis of the primary and secondary school teachers in Gansu Province, this study finally established the competency model of the primary and secondary school teachers' competency model in Gansu Province, including the eight identification competency and the ten benchmark competency [6]. As shown in figure 1:

## 3. MOOC curriculum design based on the competency model of psychological health teachers in primary and secondary schools

### 3.1 MOOC curriculum design principles

3.1.1 Refining competency model

To meet the need of learning and training, we must first build the different disciplines, different regions, and different stages of education teacher’s competency model. In the practice of building model, the mature competency model is used as the training direction.

3.1.2 Treating competency model as the core

There is no specific training means no training. MOOC training based on teacher competency must be rigorous collocation of resources.

3.1.3 Setting up incentive feedback system

Teachers participating in training should be given feedback. Feedback mechanism should be setting up according the rule of fairness, justice and openness.

3.1.4 Localization of MOOC platform

Education managers must first do MOOC platform localization, do a good job for the local teachers' training and research work, and fully mobilize public opinion, teachers training to stimulate demand, closely linked to the needs of the actual business of teachers to the later stages of construction.

3.1.5 Making full use of third party MOOC platform

Education management department should be based on the training needs of teachers, put forward the training plan, combined with the experience of the third party MOOC platform[7]

### 3.2 Model of MOOC curriculum

The new era of teachers as knowledge workers is more concerned about their own career growth, MOOC era come to meet the core essence of demand. Education department must recognize the limitations of the traditional training mode and MOOC training model combining, foster strengths and circumvent weaknesses, will eventually reach the best training effect.

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