

(Feb., 2016)

### ***I PERSONAL INFORMATION***

Yonghong, Cai, Professor/ PhD Supervisor,  
Institute of Education Management, Faculty of Education, Beijing Normal University, Beijing,  
China, 100875.  
Tel:086-10-58801709, Fax:086-10-63376262. Mobil Phone:13683097919  
Email: caiyonghong@bnu.edu.cn

### ***II EDUCATIONAL BACKGROUND***

- 6/2002, Ph.D., *Cognition Development and Education*, Institute of Developmental Psychology, Beijing Normal University;
- 6/1996, M.A., *Psychological Testing and Counseling*, Department of Psychology, Beijing Normal University;
- 6/1987, B.A., *Psychology*, Department of Psychology, Beijing Normal University.

### ***III Position Held***

1. Professor and PhD Supervisor, Institute of Education Management, Faculty of Education, Beijing Normal University;
2. Director, Research Center of Human Resources Management and Development in Education, Beijing Normal University;

### ***IV AREAS OF INTEREST:***

*Human Resources Management in Education, Education Assessment and Evaluation, Teacher Education and Training, Education Policy Research.*

### ***V COURSES TAUGHT AND ORTHER SERVICES PROVIDED TO STUDENTS***

- 2012-, Human Resources Management; Performance and Compensation Management, MBA students in College of Economics;
- 2007-, Human Resources Management in Education, PhD Candidates;
- 2004-, Organizational Behavior in Education, Human Resources Management in Education; Theory and Practice on Educational Evaluation, Graduate Students in School of Education and Faculty of Education;
- 2002-2005, Psychological and Educational Measurement and Assessment, Graduate Students in School of Psychology;
- 1997-, Organizational Behavior; Human Resources Management, Undergraduates in School of Education and Faculty of Education, Major in Educational Management.

### ***VI PUBLICATION: Journal Article***

1. Cai Yong-hong, Shen Xiao-yue, Lei Jun, A Study on the Structure of Teachers' Teaching Expertise and Its Measurement. *Teacher Education Research*, 2016, Vol.28(1),67-74.
2. Bi Yan, Cai Yonghong(Corresponding Author), Wang Li, Teachers' salary satisfaction and its influence on Teachers' performance, *Educational Development Research*, 2015, Vol.18,49-54.
3. Cai Yonghong, Shen Xiaoyue, Wang Li, Study on the construction of teaching expertise of primary school teachers. *Journal of Educational Studies*. 2015, 1,36-45.
4. Cai Yong-hong, Lei Jun, Shen Xiao-yue, The Implications of American Teacher Transfer Incentives on China's Weak Urban Schools Improvement, *Comparative Education Review*. 2014, (12),68-73.
5. Lei Jun, Cai Yonghong,, Wang, Di, The management system, characteristics, and its inspiration of higher education of Belgium. *Journal of National Academy of Educational Administration*. 2014,6,90-95.
6. Cai Yong-hong, Shen Xiao-yue, Origin, Disputes and Integration of Teacher's Teaching

- Expertise, *Journal of Beijing Normal University(Humanities and Social Sciences)*.2014, 2 (248), 15-23.
7. Cai Yong-hong, Zhu Ai-Xue, Study on Status and Organizational Influencing Factors of High School Teachers Burnout, *Educational Research and Experiment*, 2013,(6): 29-33.
  8. Cai Yong-hong, Bi Yan, Relationship among Pay Satisfaction, Perceived Organizational Support and Teacher Performance, *AERA 2014 annual meeting*.
  9. CaiYong-hong, The new teacher probation systems in American school, *Teaching Monthly (Middle School Edition-Teaching Management Version)*, 2013-07-20.
  10. Cai Yong-hong & Bi Yan, View of Teacher Quit Mechanism of China from the Teacher Probation Period Management of U.S, *Tribune of Education Culture*, 2013(6).
  11. Cai Yong-hong & Bi Yan, View of Teacher Quit Mechanism of China from the Teacher Probation Period Management of U.S, *Journal of Beijing Normal University(Humanities and Social Sciences)*.2013, 1 (235),12-18.
  12. Zhu, Chang, Wang, Di, Cai, Yonghong, Engels, N..What core competencies are related to teachers' innovative teaching? *Asia-Pacific Journal of Teacher Education*, volume 41, issue 1, 2013, pp. 9 – 27.
  13. Cai Yong-hong, The development of school effectiveness research in China and abroad and its reflection, *Educational Administration Research*, 2012(6),15-26.
  14. Hou Zhong-tai, Cai Yong-hong, Rural teachers' survival dilemma and it's reflection, *Journal of The Chinese Society of Education*, 2012(10):32-35.
  15. Cai YongHong, Mei En. History, Characteristics and Revelations of the primary and secondary school teachers performance related pay reform in America. *Comparative Education Research*, 2012, (8),14-19.
  16. Cai Yonghong, Sheng Min, Bi Yan. View teachers Position management reform from British primary and secondary school teachers position management system, *Comparative Education Research*, 2012, 6, 77-81.
  17. Cai Yonghong, Bi Yan. Studies on the reform of America primary and secondary school teachers employment system, *Education Studies*, 2012, 4, 145-148.
  18. Cai Yonghong, Wang di, Lei Jun. Teaching innovation competence structure of secondary school teachers and it's relation with teaching behavior, *Educational Research and Experiment*, 2012, 2, 40-44.
  19. Cai Yonghong, Zhang Xiaoqian. Implication of America primary and secondary school teachers career ladder system for Chinese teacher management, *Journal of the Chinese Society of Education*. 2012, 2, 74-77.
  20. .Cai Yonghong, Xiao Yifang. Characteristics of the civil service management system of Japanese education and its Implications for China, *Teacher Education Research*, 2011, 6, 76-80.
  21. Cai Yonghong, Bi Yan. Implication of school quality standards of the U.S. National Quality Award for China, *Comparative Education Research*, 2011, 12, 1-5.
  22. Cai Yonghong, Bi Yan.Characteristics of the teachers' collective contract system of U.S. and its Implications for China, *Exploring Education Development*, 2011, 12. 31-35.
  23. Johan Ferl<sup>a</sup>, Martin Valcke and Yonghong Cai, Academic self-efficacy and academic self-concept: Reconsidering structural relationships, *Learning and Individual Differences*, 2009.12, (19), Issue. 4, 499–505.
  24. Cai Yonghong. Review and Rethinking of School Effectiveness Research, Chinese *Educational Administration Review*, 2007, 4,38-72. ISBN:978-7-5041-3971-9.
  25. Cai Yonghong.Review and Reflection on School Effectiveness Research-From the View of Research Method. *Educational Research*, 2007, 2(325), 61-67.
  26. Cai Yonghong. The Influence of New Teaching Beliefs on Teacher Evaluation. *Journal of Beijing Normal University(Humanities and Social Sciences)*.2007, 1 (199),47-51.
  27. Cai Yonghong & Jiang Qinde. The latest Development of Application of Statistics to the Field of Social Sciences and the Relevant Reconsiderations, *Statistical Research*. 2006, 2(172), 66-69.
  28. Cai Yonghong & Jiang Qinde. New Statistic Methods and Their Applications in Social Science, *China Statistic*, 2006, 3, 13-14.
  29. Cai Yonghong, Lin Chongde. Theory and Practice on Teacher Performance Evaluation *Frontiers of Educations in China*, 2006, 1(1),29-39.

30. Cai Yonghong. SOLO Taxonomy and its Application in Teaching, *Teacher Education Research*. 2006, 1,34-40.
31. Cai Yonghong & Jiang Qinde. Free Discussion on the Reform of School Personnel System *China National Conditions and Strength*, 2006, 2,52-54.
32. Wang Fang & Cai Yonghong. Review and reconsideration on Superfine Teacher system and its research in China, *Teacher Education Research*.2005, 6, 41-46.
33. Cai Yonghong & Chen Jie. Market Mechanism and Chinese Higher Education. *China National Conditions and Strength*, 2005, 11,60-62.
34. Cai Yonghong. Reviews and Reconsiderations on American School Effectiveness Research,*Comparative Education Review*. 2005, 11(26),1-6.
35. Song Aihong & Cai Yonghong. A study on the antecedents of teacher's organizational commitment, *Statistical Research*. 2005 , 5(163),40-45.
36. Cai Yonghong & Jiang Qinde. Confrontation on China Basic Education, *China Statistic*, 2005, 5, 53-54.
37. Cai Yonghong(Communication Author) & Song Aihong. Confirmatory Factor Analysis on Teacher Organizational Commitment, *Psychological Development and Education*. 2005, 2,38-42.
38. Cai Yonghong & Lin Chongde. Theory and Practice on Teacher Performance Evaluation *Teacher Education Research*, 2005, 1, 36-41.
39. Cai Yonghong & Lin Chongde. The research of teacher performance construction(abstract) *International Journal of Psychology*, Vol.39 Issue5/6,Oct.-Dec. 2004,p593,ISSN 0020-7594.
40. Cai Yonghong & Lin Chongde. Confirmatory Factor Analysis of Colleges' Evaluation on Teacher Performance, *Psychological Development and Education*. 2004, 1.38-42.
41. Cai Yonghong ,Lin Chongde, & Chen Xuefeng. Confirmatory Factor Analysis of students' Evaluation on Teacher Performance, *Acta Psychologica Sinica*. 2003, 3(35), 362-369.
42. Cai Yonghong, & Huan Tianyuan. The Origin, Problems and Trends of Teacher Evaluation *Journal of Beijing Normal University(Humanities and Social Sciences)*.2003, 1,130-136.
43. Lao Kaisheng, & Cai Yonghong. The Character Analysis of Adolescent Personal Harm in China, *Statistic and Decision-marking*. 2002, 6, 41-42.
44. Cai Yonghong, & Lao Kaisheng. The Simple Analysis of the Survey on Adolescent Safety Accidents in China, *Middle and Elementary School Management*. 2002, 5, 29-30.
45. Cai Yonghong, & Lao Kaisheng. The Status of Adolescent Safety Accidents is not Allowed Being Optimistic, *China Statistic*. 2002, 4,40-41.
46. Cai Yonghong, & Lao Kaisheng. The analysis on the Status of Adolescent Safety Accidents in China, *Statistical Research*. 2002,4(126),54-58.
47. Cai Yonghong, Lin Chong-de& Xiao Lipin. Vocational Interest's Construction and Characteristic of Middle School Students, *Psychological Development and Education*. 2002, 1(18),80-85.
48. Cai Yonghong. Status of Teacher Performance Appraisal Research and its Reconsiderations *Teacher Education Research*. 2001, 3,73-76.
49. Cai Yonghong, & Lin Chongde. Status of Performance Appraisal Research and its Reflection *Journal of Beijing Normal University(Humanities and Social Sciences)*. 2001,No.4,119-126.
50. Cai Yonghong. Think on Theoretical Basis of Multiple Student Appraisals, *Theory and Practice of Education*. 2001, 4(21),34-37.
51. Cai Yonghong. Contemporary Alternative Assessment Reform in America, *Comparative Education Review*. 2000, 2,18-22.
52. Cai Yonghong. The Innovative Basic Education Reform of America, *Middle and Elementary School Management*. 1999, 4, 42-43.

***PUBLICATION:Government Consultant Report***

Time	Title	Accepting Organization
2010.11	The 2009 report of the learners' competency and interactive teaching	MOE China and UNICEF Beijing Office
2010.11	Learner's competency and interactive learning overall report 2009,	Accepted by MOE China and UNICEF Beijing Office
2009.11.30	Subject competency development and	MOE China and UNICEF Beijing

**Curriculum Vitae**  
**Cai Yonghong**

	evaluation manual for primary school students	Office
2009.11	Teacher Force Building in Rural Areas	UNESCO International Research and Training Center for Rural Education
2008.5	<i>Baseline Survey Report of East China 8 Provinces on Project 'Learners' Competency and Interactive teaching'</i>	MOE China and UNICEF Beijing Office
2008.5	<i>Subproject 'Learners' Competency and Interactive teaching' National Overall Report (English)</i>	MOE China and UNICEF Beijing Office
2007.7	<i>Overall Report of Learners' Competency and Interactive Baseline Survey</i>	MOE China and UNICEF Beijing Office
2006.6	<i>Meta-analysis on Cognitive Instruments Content and Competency of EALAS Project</i>	UNICEF EAPRO
2005.11	<i>Training Scheme of East China Depressed Area Student Achievement Assessment Project</i>	MOE China and UNICEF Beijing Office
2005.4	<i>Chinese Overall Report on East Asian Learners' Achievement's Assessment(EALAS)</i>	MOE China and UNICEF Beijing Office

**VIII ORTHER PROFESSIONAL ACTIVITIES**

1. 2014.12.28-2015.12.28, Visiting Scholar of Vanderbilt University: Cooperation research in *Teacher Personnel Institution and Policy of Basic Education in the U. S.* with the Department of Education Leadership, Policy and Organization, The Peabody College of Education and Human Development;
2. 2015.4.16-20., Invited by AERA to attend the AERA2015 annual meeting, in Division I - Perspectives and Experiences of Faculty Members in Educational Programs for the Professions / Section 1: Education in the Professions, publish a report: 'The Relationships among Organizational Innovation Climate, Principal Instructional Leadership and Teacher Teaching Expertise';
3. 2014.4.3-7, Invited by AERA to attend the AERA2014 annual meeting, in Division A - Administration, Organization and Leadership / Section 2: School Organization and Effects, publish a report: 'Relationship among Pay Satisfaction, Perceived Organizational Support and Teacher Performance';
4. 2013 4.14-17, invited by the Macao Education and Youth Affairs Bureau to participate "teaching staff performance assessment of school –Conference on the establishment and implementation of school based institution " and "Lectures on Education", Keynote speaker: (1) " the Implementation experiences of Mainland elementary and middle schools teacher performance evaluation ", (2) the teacher performance management and incentive ";
5. 2011.11.24-29, Invited by National Taipei University of Education, National Institute of Education, School Principals' Association in Taiwan, the Taiwan University to participate in the "the third president of the 2011 Cross Strait Symposium on teacher evaluation", Keynote Speaker: Status and it's inspiration of Mainland China assessment system for teachers of elementary and secondary school;
6. 2009.7.23-25, Hold " International Conference on Education Quality Evaluation and Education Quality Assurance" in Beijing;
7. 2008.8- 2009.2 Visiting Professor of Belgium: Cooperation research in PISA project with Department of Educational Study, Gent University. Invited by Gent University;
8. 2007.10. 7-15, RomaniaL Visit Romania to investigate their county level teacher training project (World bank Project). Exchange information and share experiences with Romania on basic education reform and curriculum reform. Supported by UNICEF Beijing Office. Invited by Romania Moe. As a member of Chinese Moe Education Interview Group;
9. 2007.7-2007.12 Consultant of UNICEF Beijing Office, Act as domain leader of CFS standard development project;
10. 2006.6.24-29, ShangHai: Attend *East Asia Learning Achievement Study Technical Workshop*, hold by UNICEF EAPRO. As an expert sent by Ministry of Education of China;
11. 2006. 5.1-9, London:. Attend *Preparing Teachers for a Changing Context Conference*, Deliver presentation: *Research on Teacher Performance Construct and Evaluation*;

12. 2006.5-2006.7, Consultant of EPPRO, UNICEF, Take Responsibility in the 3rd EALAS Workshop Support and EALAS Meta-analysis Report Writing;
13. 2005.4.13-18 Bangkok: Attend *East Asia Learning Achievement Study Technical Workshop*, hold by UNICEF EAPRO..;
14. 2004-2006 Core Consultant Of Moe China, Take Major Technical Support Responsibility in China-UNICEF EALAS Cooperative Project;
15. 2004.5.31 –6.5 Bangkok: As an expert sent by Ministry of Education of China, Represent Chinese MOE to deliver presentation: Process of item development and initial findings of China;
16. 2004.3-2004.5 Consultant of World Bank Beijing Office, Take Consultant Responsibility in Cooperative Project of World Bank and National Development and Reform Council of China -- Study to Governance of Primary and Secondary Education in China.

#### **VIII MEMBERSHIP AND ACTIVITIES IN PROFESSIONAL ASSOCIATIONS**

1. Director, Education Management Discipline Academic Committee;
2. Member, Chinese Psychological Society;
3. Member, Chinese Society of Education;
4. Disciplinary Evaluation Expert of the Chinese Ministry of Education Degree Center, 2009- .

#### **IX PROFESSIONAL HONORS, AWARDS AND FELLOWSHIPS:**

Time	Prize/Awards Name	Title
June, 2013	Youth Social Science Talent "Hundred Talents Project" Candidates in Beijing City	
November, 2009	New Century Excellent Talents Support Program, Ministry of Education	
November, 2005	Won <i>Super excellence Product Award of Beijing Normal University and Hongkong Chinese University Applied Research on Educational and Social Science</i>	Doctorial Dissertation: Teacher's Job Performance—the Construction and Influence Factors Research
May, 2004	Won <i>National Excellent Doctorial Dissertation Prize</i>	Doctorial Dissertation: Teacher's Job Performance—the Construction and Influence Factors Research
Oct, 2002	Won <i>The First Rank Award of National General High Education Textbook.</i>	Book----Psychological Testing
June, 2002	Won <i>Beijing Normal University Excellent Graduate Prize.</i>	
May, 2002	Won <i>Beijing Normal University Excellent Product Prize of Human and Social Science.</i>	Paper: The Status and Reflection on Performance Appraisal Research
March, 2002	Won <i>Excellent Applied Paper Award of Beijing Normal University and Hongkong Chinese University Applied Research on Educational and Social Science.</i>	Doctorial Dissertation: Teacher's Job Performance—the Construction and Influence Factors Research
Nov, 2001	Won <i>Second Rank Award of Lu Lu Bei National Excellent Statistic Paper.</i>	Paper: Vocational Interest's Construction and Characteristic of Middle School Students
Nov, 2001	Won <i>5<sup>th</sup> National Books Prize.</i>	Book----Psychological Testing

#### **X RESEARCH EXPERIENCES:**

Period	Project Name/Financial Source/ Authorize No.	Role
2015-2018	Beijing primary and secondary school teachers' salary level research: Source: Beijing Municipal Education Science "Twelfth Five Year Plan" key issues (priority attention).	Director
2013-2015	The pilot assessment and evaluation of discipline teaching quality in compulsory education	Director

**Curriculum Vitae**  
**Cai Yonghong**

	Source: Gansu Institute of Education Science	
2013-2014	Study and formulate the basic standards and evaluation methods of discipline teaching quality in compulsory education Source: Gansu Institute of Education Science	Director
2013-2014	Research of the graduate student course evaluation system and it's reform , Source: 985 special project of MOE, Graduate School of BNU	Director
2011-2013	A international comparative study of personnel system of teachers in primary and middle schools, Source: 985 special project of MOE, Faculty of Education ,BNU	Director
2010-2015	Cooperative Project of UNICEF and Chinese MOE: <b>Ban Fang School</b> quality monitoring and evaluation, Source: UNICEF China Office	Leader and Director
2009-2012	Human resources development in Education , Source: MOE and MOF (Ministry of Finance) China.	Director
2010-2011	Investigation on student's academic achievement of elementary school, Source: Academy of Social Sciences Department, BNU	Director
2007-2010	Cooperative Project of UNICEF and Chinese MOE: <i>CFS Standards Development and Implementation</i> . Source: UNICEF China Office	Leader and Director
Jan.2007-Dec. 2010	Project supported by “Higher Education National Excellent Doctorial Dissertation Prize Gainer Special Fund”: <i>Research on the Relationship Between Teacher expertise and Student Learning Achievements Increase</i> , Source: MOE and MOF (Ministry of Finance) China.	Director
Sep.2006-Dec. 2009	Leader and Director, Important Project of Key Research Base of MOE Humanities and Social Sciences ‘ <i>Chinese Elementary and Middle School Teacher Personnel Management System Research</i> ’, Branch Project: <i>Research on Consummating and Developing Chinese Teacher Qualification System</i> . Authorize No. 2006JDXM035. Project Source: MOE China.	Leader and Director
June.2005-Dec .2008	Tackled Key Problem Project of Philosophy and Social Sciences of MOE ‘ <i>Research on Chinese Teacher Social and Economical Status</i> ’, Branch Project: <i>Survey Report on Teacher Social and Economical Status</i> . Authorize No. 05JZD00032. Project Contract No. :05JZDH0032. Project Source: MOE China.	Leader and Director
2006-2010	Cooperative Project of UNICEF and Chinese MOE: <i>Learner's Competency and Interactive Teaching</i> .	Leader and Director
2004-2005	Cooperative Project of UNICEF and Chinese MOE: <i>Pilot Study on Learning Achievement Assessment in China</i> .	Leader and Director
March,2004-April,2004,	Cooperative Project of World Bank and National Development and Reform Council of China: <i>the Study of Governance of Primary and Secondary Education in China</i> .	Consultant
2004-2006	Transverse Project: <i>Research on Staff Position Setting, Performance Appraisal and Compensation Design of Primary and Secondary School in Chao Yang School District</i> .	Leader and Director
2003-2005	The Ten-Five National Educational Science Key Project: <i>Research on Innovative Teacher Development and Teacher Performance</i> . Sanctified No.: CBA030044.	Leader and Director
2003-2006	Philosophy and Social Science Important Project of MOE: <i>Innovative Talent Person and Innovative Education</i> .	Member and Participator
2002-2004	The Ten-Five Beijing Educational Science Project: <i>Research on the Contents and Methods of Teacher Performance Appraisal</i> .	Leader and Director
2002 –2004	The Transverse Project: <i>Research on the Methods of Teacher Performance Appraisal</i> .	Leader and Director

**Curriculum Vitae**  
**Cai Yonghong**

June,2002-Dec ,2002	Project of Normal Department of MOE: <i>Reasoning Research on National Demonstration Base of Teacher Education.</i>	Member and Participator
2001-2002	Human and Social Science Youth Project of Beijing Normal University: <i>Teacher's Job Performance—the Construction and Influence Factors Research.</i>	Leader and Director
2001 –2002	Project of Chinese Adolescent Research Center: <i>Research on Adolescent Personal Harm.</i> Design the Survey and Sampling Plan , Analysis the Result and Write the Chief Report.	Member and Participator
2000-2001	Project of Department on Basic Education of MOE: <i>Research on Reform of Senior High School Enter Test.</i>	Member and Participator
1999-2000	Project of Department on Basic Education of MOE: <i>The Survey of National Senior High School Students' Thinking.</i> Design the Survey and Sampling Plan , Analysis the Result and Write the Chief Report.	Member and Participator
1997-1998	Cooperative Project of UNICEF and Department on Basic Education of Chinese MOE : <i>Monitoring Learning Achievement Towards Capacity Building in West Rural Areas of China.</i> Design the Sampling Plan.	Member and Participator

***XI COMMUNITY SERVICES***

1. Core National Consultant, China-UNICEF cooperation project for 2009-2014 ‘**Ban Fang School** quality monitoring and evaluation ‘, taking the major responsibility to provide technical support and professional consultancy to the cooperation project.
- 2.Core National Consultant, China-UNICEF cooperation project for 2006-2010 ‘ *Learner Competency and Interactive Teaching* ‘, taking the major responsibility to provide technical support and professional consultancy to the cooperation project.
- 3.Reviewer,Chinese Psychological Society, Editorial Board of *Acta Psychologica Sinica,2006-2010;*