

## HO CHI MINH'S IDEOLOGY ON TEACHERS: APPLICATION IN BINH DUONG PROVINCE, VIETNAM

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**ABSTRACT**

*The article summarizes some basic contents of Ho Chi Minh's thoughts on teachers. On that basis, emphasizing the application, flexibility, and ingenuity of Binh Duong Province in undertakings and policies to develop the teaching staff of the province according to his instruction and achieve great results, contribute to the general education and training cause of the country.*

**Keywords:** Ho Chi Minh's ideology, teachers, Binh Duong Province, Vietnam.

### Introduction

In Vietnam since ancient times, teachers have been considered a symbol of knowledge, wisdom, and talent and a decisive factor in the development of education and training of talents for the country. Coming to Ho Chi Minh (1890-1969) was a prominent political activist, thinker, teacher, and great cultural house of the Vietnamese nation, the founder laid the foundation and directed the construction education in the country. He soon realized the position and role of the teaching staff. Teachers are not only people who share knowledge and skills but also contribute to the education, nurturing spiritual development, and personality formation of the young generation. During his lifetime, President Ho Chi Minh paid special attention to the team of teachers - the central figure of the education system, the main force of the cause of "cultivating people", the determining factor in the quality of education activities. His thought on teachers is one of the invaluable legacies, that have profound theoretical and practical significance for the Vietnamese revolutionary cause.

Looking back at the education of the country, which has inherited and promoted the quintessence of his thought, the Resolution of the 11th National Party Congress affirmed: "Developing education is the top national policy. To radically and comprehensively renovate Vietnam's education in the direction of standardization, modernization, socialization, democratization, and international integration, in which reforming the educational management mechanism, the development of teachers and management staff is the key stage". Vietnamese teachers are the main force and are directly responsible for the research, teaching and

training tasks of schools nationwide. The teaching team, which plays a decisive role in the quality of teaching and learning, requires a lot of time to build and develop. In recent years, our country has focused on "ensuring the sufficient quantity and improve the quality of teachers at all educational levels". The contingent of teachers and educational administrators has increased sharply in quantity and quality and is increasingly synchronous in structure, gradually meeting the educational development requirements of the country...

Following in the footsteps of his teachings, Binh Duong, along with the whole country, is one of the provinces with great investment in education. Especially in the work of building and developing a contingent of teachers at all levels in the whole province, Binh Duong's education has risen to great heights. Over the years, Binh Duong Province is one of the provinces with leading achievements in the education industry in the country.

### Research Method

Subjects and research objectives: The article focus on studying Ho Chi Minh's ideology as a teacher and their application in Binh Duong province.

Method: For this article, the author uses the Marxist philosophical method; at the same time, it also uses the method of analyzing documents, observation methods, methods of combining history - logic.

### Results and Discussion

#### Content in Ho Chi Minh's ideology on teachers

Teachers in Ho Chi Minh's thought are those who bring their knowledge, capacity, and qualities to learners, make them develop their "inherent capacity", and educate people to develop highly

intellectually, with a pure morality, ideals, a right and positive outlook on life, abundant health, etc., to become a true worker. With the vision of a leader, a thinker, and a deep understanding of a practical activist, Ho Chi Minh has set forth a system of profound views on the teaching staff which is clearly reflected in the contents of the following contents:

*Ho Chi Minh's ideology on the role and position of teachers*

"I have only one desire, the ultimate desire is to make our country completely independent, our people completely free, our compatriots all have food to wear, everyone can get an education." That statement of President Ho Chi Minh comes from a sincere heart, for him, there is no greater happiness than the happiness of the whole nation. His noble purpose is to make people have an independent, free, prosperous, and happy life. Ho Chi Minh affirmed that "An ignorant nation is a weak nation" (Minh, 2011, vol.4, p.7). Ignorance is the fundamental cause of error and weakness. People consider ignorance a kind of enemy. Therefore, to defeat the enemy of ignorance, eliminate illiteracy, and prevent people from being illiterate, the role of teachers and aunts must be mentioned. In Ho Chi Minh's thought, teachers hold a central position in the education system, determining the operation of the whole educational system. What is the education system like? What is the quality of training? Depends on the team of teachers. As the person who "initiates and enlightens" the students, the profound influence of the teacher on the personality of the student is undeniable. He asserted: "Good or bad students are teachers, good or bad teachers" (Minh, 2011, vol.12, p.269). From that point of view, Ho Chi Minh highly appreciated the role of teachers and the learning merits of learners in the construction of the country. "If there is no teacher to teach the children of the people, how can we build socialism" (Minh, 2011, vol.14, p.403). Understanding the silent dedication, as well as the heavy, but noble and glorious mission of the profession of "growing people", Ho Chi Minh always honors "good teachers are the most glorious people, heroes nameless".

According to him, without teachers, there is no education, without education, no glorious revolutionary cause can be realized. Affirming this, Ho Chi Minh wrote that "without teachers, there is no education... Without education, without cadres, there is nothing to say, economy, culture" (Minh,

2011, vol.10), p.345). Accordingly, for the development of the country, whether in peacetime or wartime, education is always needed, and it is necessary to promote the role of teachers. Ho Chi Minh, a teacher, intellectual, and soldier on the ideological-cultural front has the important mission of forging the national principle and training talented and virtuous people to continue the revolutionary career network of the nation and the people. It is the honor and encouragement of President Ho Chi Minh that is the motivation for a large number of teachers to devote themselves wholeheartedly to their teaching careers.

*Ho Chi Minh's ideology on the quality and capacity of teachers*

Going back in time, looking at the history of the profession of "teaching letters, teaching people", teachers appear, carrying on their shoulders a heavy and glorious task indoctrinate the young generation with genuine ethical ideals, a system of values, and the quintessence of the nation and humanity, fostering them with noble qualities and creative capacity, suitable for the development and social progress. Therefore, it is required that each teacher and aunt be virtuous and talented and must become a strong force. The teacher's virtue is the character, love, and responsibility for the profession and the students; and talent is understanding, professional knowledge, practical experience, methods of applying knowledge into practice... He emphasized: "A person with talent without virtue is a useless person, but has virtue without virtue. If you don't have talent, it's hard to do anything." Talent and virtue have no separation but always unite dialectically with each other. A good example of a teacher or aunt has a great influence on a whole class of people, on the contrary, a bad habit or behavior of a teacher that lacks moral standards can destroy the trust of an entire class generation. "Educating a teacher for a whole generation", so Ho Chi Minh requires, the teacher must become a shining example "must be a model in all aspects, ideology, morality, working style".

Talking about the quality of teachers, he mentioned the basic qualities that are: wholeheartedly serving the country, serving the people; loving students and loving jobs; loving labor and respecting manual workers; having a spirit of solidarity, and helping each other to progress. For teachers, the moral qualities of loving students and loving their profession have a close relationship, influencing and supporting each other. Loving the game will

lead to loving the job and vice versa, the more you love the game, the more you will love the job. According to Ho Chi Minh, a teacher must care about students with a deep affection like blood, but the way of expression must be appropriate for each grade and age. At the small school level such as kindergarten and primary school, teachers must-win special love like a parent's love for their children: "You must love your grandchildren like your own children" (Minh, 2011, vol. 9, p.499). At the university and professional high schools, which train professional, scientific, and technical cadres for the country, the love of teachers is built based on democracy, discipline, and responsibility to promote students' creative autonomy. He said: "Teachers and students discuss together, if anyone has any ideas, they can honestly say, what is not clear, ask and discuss. Democracy, but students must respect teachers, teachers must respect students, not "mullet with the head" (Minh, 2011, vol.9, p.266).

Associated with the quality of loving the game is the quality of the teacher's job love. That is sticking to the profession in any circumstances. Teaching is a hard-working profession, requiring a lot of time and effort, but it is not a high-income profession. If you are not passionate about your career, you will waver in the face of difficult circumstances. As a teacher, you should feel secure in your work, not "stand in this mountain and look at that mountain, change your job, change your position" (Minh, 2011, vol.9, p.499); Know how to overcome all difficulties and hardships to complete each assigned task, bringing the educational development of the country forward.

In addition, President Ho Chi Minh always educates the spirit of solidarity among teachers. And consider this to be an important quality of a teacher. He affirmed: "Unity, solidarity, great solidarity. Success, success, great success". In a unified pedagogical environment, it will create a fun and comfortable atmosphere, stimulating discovery and creativity in research and teaching. At the same time, creating a healthy emulation environment promotes the ability of individuals and the strength of the collective to devote efforts to the cause of education. Create peace of mind to work, motivation for teachers to stick to school, to class, to love students, to love their job.

It is not enough just to love the teacher's ethics, to love the job, and to love the school, but also to love socialism, because that is the goal that the whole

nation is aiming for. People have many relationships, but in which the relationship with the Fatherland, with the people is the most inclusive, so the most important quality of a teacher is to serve the Fatherland, serve the people. In a talk with teachers of the first class of politics, Ho Chi Minh People's University advised: "Truth is beneficial to the Fatherland, to the people. What is contrary to the interests of the Fatherland and the people is not the truth. To strive to serve the Fatherland, to serve the people means to submit to the truth" (Minh, 2011, vol.10, p.378). Serving the interests of the people is the best and also the goodness in every teacher "about each of us, if we wholeheartedly serve the Fatherland and serve the people, then that's good nature".

In addition, revolutionaries in general and teachers, in particular, must have the qualities of "necessity, thrift, integrity, righteousness, justice, and impartiality". Those are the indispensable qualities of a teacher. The most obvious manifestation of these qualities is that, no matter how difficult or difficult, they must emulate and teach well. According to Ho Chi Minh, everyone has strengths and weaknesses, good and bad. These two sides are always in conflict with each other, and it is a "long-term, arduous" struggle. Due to not paying attention to this, people in this situation are good, but in other circumstances, if they do not continue to strive and train, they will fall into individualism, degeneration, and metamorphosis. Therefore, the cultivation and practice of morality must be regular and lifelong. The moral cultivation of teachers must be carried out in all areas of life such as in relationships with colleagues, between teachers and students, between schools and people, etc. Only such meticulous training is possible have good qualities for generations of students to follow.

It is not only determination and sacrifice, but also planning, organization, and scientific working methods to achieve efficiency and complete assigned tasks. That is also the capacity of the teacher. According to President Ho Chi Minh, a good teacher does not require mastery in all fields and understanding of human knowledge, but due to the requirements of the profession, teachers constantly improve their knowledge, to be firmly gold, extensive expertise, in which must know the skillful combination between theory and practice, reality and experience. Teachers not only need to have a living capital, and a broad understanding of people and society but also a creative and sensitive

mind, always looking for new things so that the teaching effectiveness can be guaranteed becoming a good teacher. Therefore, in a speech at a teacher's political class in 1959, he wished: "Teachers must also progress to keep up with the times to fulfill their duties. Don't be self-sufficient, be complacent, and think you're good, then stop. If you stop, then you will step back, you will be backward, you will eliminate yourself first, so you must try to study to reform yourself, reform your thoughts, reform your children, and help in the reform of society".

*Ho Chi Minh's ideology on the duties and responsibilities of teachers*

After the August Revolution in 1945, the teacher performed the task of "killing the ignorant enemy", "eradicating illiteracy", indirectly fighting foreign invaders, protecting the revolutionary government, and contributing to the rapid progress of the resistance war to victory. The teacher in the new society assumes the noble mission of making the people enjoy their legitimate right to go to school, to be fostered with a sense of mastery and noble ideals, thereby raising the awareness of the people awareness and sense of responsibility of citizens towards the Fatherland.

Therefore, teachers must help learners develop comprehensively in "virtue, intelligence, body, beauty" but virtue must be the root, teaching knowledge is difficult, but teaching to be human is even more difficult. Therefore, no matter what subject you teach or what job you undertake, the teacher in the school has to persevere, mold, and educate the students' morals. Specifically, "must teach students to be patriotic and patriotic. Must be taught, have the will to be independent, self-determined not to be inferior to anyone, determined not to be a slave" (Minh, 2011, vol.5, p.120). They must also be taught, a love of work, a sense of service to the people, the spirit of dedication to the Fatherland. On the other hand, due to the ever-changing reality of life, which always sets new requirements for awareness, teachers must teach students self-study skills, self-training, and self-study, so that students can self-access knowledge throughout life. He quoted the words of Confucius: "Study is not boring, teaching is not tired" and Lenin's teaching "Study, learn more, studies forever". Uncle also admonished "Learning is never the same. Learn forever to improve forever. The more we progress, the more we feel that we have to learn more" (Minh, 2011, vol.6, p.61). In addition, teachers must teach their students the sense and

capacity to associate theory with practice, because "learning without practice is useless" (Minh, 2011, vol.8, p.361). Learning is like "a bookcase". In the learning process, if the learned knowledge is applied in practice, new knowledge will arise and learners will not be behind in practice after graduation.

The mission of the teacher is also reflected in the development of training program content suitable for each period of history, and the educational content must be comprehensive, practical, and approach the advanced scientific level of the world world and associated with Vietnamese reality: including aspects of culture, politics, science and technology, professional expertise, and labor... Specifically, during the period of the resistance war against the French, he instructed his team of teachers teachers "must radically modify the educational program to suit the cause of the resistance war and national construction" (Minh, 2011, vol.5, p.557). After peace was restored in the North, education needed to be redirected. "The content of teaching and learning needs to be practically related to the common work: strengthening the North, taking care of the South, emulating patriotism, and restoring the economy, strengthen national defense..." (Minh, 2011, vol.10, p.126). Program development must be appropriate for each level of study. In a letter to teachers, students, youth cadres, and children in October 1955, he only taught the training content of each grade level: "In a university, it is necessary to combine scientific theory with practice and make every effort. study advanced theory and science of other countries in the world, combined with the practice of our country to practically help the construction of the country; In high school, it is necessary to ensure that students have solid, practical general knowledge suitable to the needs and future of national construction, leaving out unnecessary parts for real life; In elementary school, it is necessary to educate children to love the Fatherland, the people, labor, science, and public works.

According to President Ho Chi Minh, the quality and effectiveness of education are not in learning a lot, rote learning, memorizing every sentence and word, but in educating learners to become "useful citizens for the country." In Vietnam, an education that fully develops their existing capacities" (Minh, 2011, vol.4, p.34). Therefore, each teacher must pay attention to teaching methods, thinking styles,

and ways of communicating with students. In the classroom, the ability and perception of each student are different, the situation and personality are different, and the teacher must understand the cognitive ability and situation of each student to find the right teaching method for each student each object. Accordingly, at each level, there are different teaching methods. Universities and high schools must promote democracy in learning, and increase discussion and exchange to stimulate students' thinking, so teachers must enhance and guide self-study. For primary school students: "The way of teaching must be gentle and fun, do not force children into the framework of adults. Special attention must be paid to the health of the children" (Minh, 2011, vol.10, p.186). Teaching methods must derive from training objectives and content. The speaker, must "from the purpose of education, the content of education, then figure out how to teach". They must practice skillfully the scientific principles of "gradually teaching from less to more, from easy to difficult, from low to high" (Minh, 2011, vol.8, p.167), must teach the essence of the problem, rather than bragging, cliché. Lectures must be lively; theory must be associated with practice to illustrate for learners to understand easily. Therefore, teachers must constantly search for ideas, ways, and methods to help learners understand the problem in the easiest, fastest, and most profound way.

The career of a teacher in Ho Chi Minh's thought is truly glorious and noble. Under the guidance of Ho Chi Minh, the Party and State have taken great care and attention to building a large number of teachers and teachers in terms of quantity and quality. Teachers have made a decisive contribution to raising people's intellectual level, training human resources, fostering talents to develop intellectually, and providing the country with high-quality labor resources. The country is in a new era, accelerating industrialization and modernization towards globalization and international integration, requiring the cause of education and training to be one step ahead, to prepare talents and human resources for the country in the new period. Faced with those requirements, it is required that teachers should be deeply imbued with Ho Chi Minh's thoughts on teachers, thereby applying creativity to their teaching and learning activities in the most effective way.

### **The application of Ho Chi Minh's ideology on teachers in Binh Duong Province in the present period**

*Overview of some guidelines and policies of the Party Committee and People's Committee of Binh Duong province on the development of teachers*

Binh Duong is the land of convergence and development. Binh Duong is a province in the Southeast region, located in the Southern Key Economic Zone. The East borders Dong Nai province, the North borders Binh Phuoc province, the West borders Tay Ninh province and part of Ho Chi Minh City, the South borders Ho Chi Minh City and part of Dong Nai province. According to the latest statistical information, Binh Duong province has a natural area of 2,694.43 km<sup>2</sup> (accounting for about 0.83% of the country's area, about 12% of the Southeast region's area); the average population is 2,568,689 people, the GRDP per capita is 151 million VND/year (Report of Binh Duong Statistics Department dated December 1, 2020); This is the province with the 6th largest population out of 63 provinces and cities and also a province with a very high rate of mechanical population growth due to many immigrants, more than 50% of the population of Binh Duong province are immigrants. . According to the General Statistics Office of Vietnam, in 2020, Binh Duong is the sixth-largest administrative unit in terms of population and the fourth-most populous province in the country, ranked third in terms of Gross Regional Product (GRDP), ranked third in terms of gross domestic product (GRDP) third in terms of GRDP per capita, and eighth in terms of GRDP growth.

With such a strategic location, it is a favorable condition for Binh Duong's socio-economic development, including education. But at the same time, it is also a challenge for Binh Duong Province in general and the education sector in general. Defining investment in education as an investment for long-term and sustainable development, Binh Duong has taken strategic steps towards the goal of fundamentally and comprehensively innovating education and training work. Over the years, the Education sector has been constantly innovating, and the quality of education and training has been increasingly improved to meet the expectations of the Party Committee, the government, and the people of the province. Immersed in Ho Chi Minh's thought on teachers, the Party Committee and People's Committee of Binh Duong Province were

well aware of the position and role of education and training in terms of the role, position, capacity, qualities, and duties of teachers in career development. The Provincial Party Committee has focused on leading the implementation of many programs and plans for a fundamental and comprehensive renovation of education and training in the spirit of Resolution No. 29-NQ/TW dated November 4, 2013, of the First Conference 8th Party Central Committee, term XI. In particular, there is the task of "developing the contingent of teachers and administrators, meeting the requirements of education and training reform" to standardize the contingent of teachers according to each educational level and training level., encouraging the teaching staff to improve their professional and professional qualifications...

Accordingly, Binh Duong Provincial People's Committee has issued plan No. 3641/KH – People's Committee on October 22, 2014: implementing action plan No. 81 - CTHD/TU dated April 3, 2014, of the Provincial Party Committee on fundamental innovation. , comprehensive education and training, meeting the requirements of industrialization and modernization in the conditions of socialist-oriented market economy and international integration. The plan set out the direction: "Focus on strengthening the state management, renovating strongly, synchronously, comprehensively and substantively the quality assurance conditions, promoting the cause of education and training develop towards standardization, modernization, democratization, socialization, and equity; improve people's intellectual level, train talents, and create high-quality human resources with sufficient capacity, qualifications and qualities to meet the requirements of industrialization and modernization in the context of a socialist-oriented market economy meaning and international integration...". And with the goal: "Focus on investing in conditions to ensure a strong change in the quality and effectiveness of education and training... Building and developing a contingent of qualified teachers and educational administrators having good moral character, having professional qualifications and solid professional skills to meet the requirements of the task, in which the team element is the decisive factor..."

Based on the Resolution of the 10th Binh Duong Provincial Party Congress, for the 2015-2020 term, human resource development is identified as one of the breakthrough programs of the locality, and at

the same time, it is well aware of the development of the workforce. Teachers and education administrators are one the important tasks to carry out the fundamental and comprehensive renovation of education and training, Binh Duong continues to implement many solutions to improve the quality of human resources in education.

The Binh Duong Department of Education and Training continues to implement the Action Plan of the Ministry of Education and Training, the Provincial Party Committee, and the Provincial People's Committee's Plan on the implementation of Resolution No. 29-NQ/TW with the theme "Substantial innovation, enhanced efficiency" with the action motto "Responsibility, dynamism, creativity" and the action slogan "All for dear students". Accordingly, in addition to strengthening order, discipline, and quality of work efficiency in educational institutions, the education, and training sector will promote training and capacity building of management staff and teachers, promoting the spirit of innovation and creativity in the management and organization of educational activities. At the same time, apply positive teaching methods, innovate student assessment methods to promote positivity, initiative, and creativity, and enhance students' practical skills; promote the application of information technology in teaching and learning.

Every year, Binh Duong conducts regular training programs and innovates teaching methods; opens many political training courses, fostering active teaching methods for staff and teachers at all levels; Schools often organize training sessions, watch time to evaluate, draw experience, remind teachers' spirit and responsibilities to improve their professional qualifications and expertise.

The whole industry launched the movement "emulation to teach well, study well"; "friendly schools, active students", building a democratic and united environment in school agencies at all educational levels in the province. In particular, Binh Duong is very concerned about teachers' lives and has many policies to support gas, accommodation, etc. for teachers in remote areas, teachers who teach away from home, etc. at the same time, ensure the regimes and policies on salary and allowances and implement support regimes and policies for public employees and employees. ..., creating conditions for teachers with difficult circumstances to work safely. And this is specified in Resolution No: 07/2019/NQ-HDND

dated July 31, 2019, of the People's Council of Binh Duong province, providing support regimes and policies for civil servants, public employees, and employees students and students majoring in education, training, and vocational education in Binh Duong province.

In the academic year 2021-2022, the industry sets out 10 key tasks. Specifically, develop and implement a flexible new school year plan, suitable to the local Covid-19 epidemic situation; focus on improving the quality of education; promote the application of information technology and digital transformation in education and training, associated with innovation in management, innovation in teaching and learning methods, first of all, to adapt to the complicated situation of the Covid-19 epidemic the complex can be prolonged; implementing the plan to implement the roadmap to raise the trained standards of teachers at all levels; synchronously deploying solutions to improve training quality, contributing to improving the quality of human resources, especially high-quality human resources; Implementing the Plan to implement the roadmap to raise the standard level of training of preschool, primary, and lower secondary teachers according to regulations...

*Some achievements and limitations of the teaching staff in Binh Duong today*

With the flexible and skillful guidelines and policies of the Party Committee and People's Committee of Binh Duong province, over the years, the contingent of teachers and educational administrators in the province has grown in both quantity and quality. Currently, 100% of managers have qualified qualifications, of which 89.9% are above the standard and 99.92% of the teachers are qualified to meet the standard or higher, of which 77.6% are above the standard. The quality of education and training has gradually changed dramatically. The results of the high school graduation exam in recent years have reflected the teaching quality of the province. Since the Ministry of Education and Training has a policy to evaluate the quality of high school graduation exams through the average scores of graduation exams and the average scores of each exam subject (since 2018), Binh Duong province has always been at the top of the country in terms of test scores graduation quality. Specifically, in 2018, Binh Duong province ranked 6/63 provinces and cities; in 2019 ranked 4/63 provinces and cities, especially the average score of English subjects ranked 2nd/63 provinces

and cities; ranked 2nd in the country in 2020 with the graduation rate reaching 99.48% (Binh Duong Statistical Office, 2020).

In the 2020-2021 school year, due to the impact of the Covid-19 epidemic, the education and training sector faced many difficulties in achieving the dual goals of ensuring disease prevention and teaching tasks. But overcoming all obstacles, the whole industry has applied flexibly to implement the proposed groups of tasks and answers to the local situation. As a result, the whole industry has achieved remarkable results at the meeting to summarize the academic year 2020-2021, which was summarized and evaluated as follows:

The rate of mobilization of kindergarten children to ECE institutions reached 27.34%, preschool children reached 92.18% (an increase of 8.78% compared to the 2019-2020 school year), 5-year-old preschoolers reached 99.5 %; the rate of children attending part-boarding school reached 100%, exceeding 0.5% of the target of the Early Childhood Education Development Project; At the primary level, 39,713 6-year-olds have been mobilized to enter grade 1, reaching 100%. Completing the class program: 202,937/207,944 students, the rate of 97.6% (an increase compared to the 2019-2020 school year is 0.1%); 99.99% of students complete primary school; Secondary school graduation rate 97.38%; the results of excellent students in the lower secondary schools at the provincial level won 314 prizes and 01 project won the National Prize; Up to now, 91/91 communes, wards, and townships and 9/9 districts, towns and cities have maintained results that meet the standard of universalizing preschool education for 5-year-old children, reaching 100%. The program of illiteracy eradication and universalization of primary and secondary education reaches 100% of the commune level and 100% of the district level. Secondary education universalization reached 100% at the commune level and 88.8% at the district level. At the provincial level, the national standard of illiteracy eradication - level 1, universal primary education level 3, and universal lower secondary education level 2 is achieved. The level of attainment of standards of illiteracy eradication - education universalization in the whole province is maintained and consolidated try. In particular, at the first high school graduation exam in 2021, Binh Duong had a breakthrough with the graduation rate reaching 99.28% (99.95% in high school alone),

ranking first in the country (Education and Training Binh Duong Province, 2021).

The above results were achieved thanks to the attention and care of all levels of Party committees, authorities, Fatherland Front, and other departments and mass organizations; especially the efforts, enthusiasm, and determination to innovate the teaching methods of teachers and educational administrators in the province, along with the province's socio-economic development achievements.

However, besides that, there are still difficulties and limitations such as the shortage of teachers, the quality of teachers is not uniform, some teachers are not enthusiastic about the profession; a sense of discipline and sense of responsibility is not high; conservative lack of humility and learning; there is also an attitude of expectation and dependence; limited capacity for self-study and self-improvement; the life of a part of teachers is difficult. the teacher's exemplary behavior; build the right engine, high responsibility; willing to accept and complete all assigned tasks; Each teacher must become a self-study and creative example in each field; turn immediate difficulties into opportunities to awaken the hidden strength within each administrator, teacher, and student.

In the age of information technology, there is an increasing task for education and training, which requires the efforts of the whole society. The breakthrough stage that is decisive to the quality of education and training is innovation to improve the quality of teachers. However, the construction of a team of teachers is always associated with improving the quality of each teacher and teacher, and only each teacher strives to improve himself and surpass himself. good pedagogical team, meeting the requirements of the new education and training system today. Each teacher needs to focus on innovative methods, applying media, advanced techniques, and information technology, improving the quality of teaching effectiveness. Know how to closely combine teaching and learning, practice, teaching literacy, vocational training, and teaching to be human. Actively helping, teaching, and orienting students with a high sense of responsibility, ensuring that learners can fully develop their qualities and abilities, and become virtuous and talented people, have good health, have a cultural, scientific-technical level, have aesthetics, and a spirit of love for work.

## Conclusion

As a revolutionary, great educator Ho Chi Minh gave the concept of building and developing a team of teachers to guide and guide future generations. The teacher in Ho Chi Minh's thought plays a decisive role in the operation of the school and the quality of education. That person is both virtuous and talented in which morality is the foundation of the soul. A teacher must have knowledge of educational theory, master the guidelines and policies of the Party and State on education, have a thorough understanding of his/her professional field, and be able to combine theory and practice. with practice, and mastery in teaching methods. They are good examples for students to follow, loyal to the interests of the nation and nation, serving the Fatherland, serving the people, needing, thrift, integrity, integrity, impartiality, solidarity, and solidarity. , well implement democracy, love the game, love the profession...

Ho Chi Minh's views on the teaching staff showed his scientific and human awareness about education. The practice has proven that people who want to become wise and stand on top of human civilization must pay attention to their teachers. Building education must be associated with building a contingent of teachers with sufficient quantity, quality assurance, reasonable structure of professions, and inheritance between generations. It is also a testament to his efforts in finding a way to develop the nation. Currently, the country is entering a new period, the era of industrialization and modernization; Despite globalization, international cooperation, and many changes compared to the time when Uncle Ho lived, his views on the teaching staff still clearly show their adaptability to the modern educational environment. His teachings are like truth. It is not only a source of spiritual encouragement for those who work in the profession of "planting people" to have more motivation to fulfill the noble tasks assigned by the Party and people; It is also a suggestion on how to remove current obstacles and future action directions so that the teaching staff can contribute the most to the cause of educational innovation and deserve the trust, love, and support. expectations of President Ho Chi Minh and the entire Vietnamese people.

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