

Evaluation of Turkey's Teacher Training System from the Viewpoint of Experienced Teachers (Past, Present and Future)*

Deneyimli Öğretmenlerin Görüşleri Doğrultusunda Türkiye'nin Öğretmen Yetiştirme Sisteminin Değerlendirilmesi (Geçmiş, Günümüz ve Gelecek)*

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Abstract

The purpose of this study is to evaluate past and present teacher training programs in line with ideas of experienced teachers and give suggestions about the future system. Participants were 20 experienced teachers who graduated from Ordu-Perşembe Primary Teacher Training School and who have worked as teachers for at least 25 years. Qualitative re-search design was conducted and a semi-structured form including 12 questions was used. Content analysis was performed on the answers. The findings show some differences in teacher training system and teachers' roles. Teachers were more social and prestigious in the past. However, most of them are now unwilling, distant from society and seen as official workers. The most important advantages of today's teacher training system are technology usage and knowledge about global issues. Disadvantages are lack of practice and performance evaluation, and lack of emphasis on the affective domain of the teaching profession. It is thought that this study may provide new contributions to the construction of today's teacher training system.

Keywords: Teacher training system, experienced teacher, opinion, Turkey

Özet

Araştırmanın amacı, deneyimli öğretmenlerin görüşleri doğrultusunda geçmişteki ve şimdiki öğretmen yetiştirme programlarını değerlendirmek ve gelecek öğretmen yetiştirme sistemine yönelik önerilerde bulunmaktır. Araştırmanın örneklemini Ordu-Perşembe İlk Öğretmen Okulu'ndan mezun olmuş ve en az 25 yıl öğretmenlik mesleğinde aktif olarak görev almış 20 öğretmen oluşturmaktadır. Nitel araştırma dizaynının kullanıldığı araştırma-veri toplama aracı olarak 12 sorudan oluşan yarı-yapılandırılmış form kullanılmıştır. Veriler üzerinde içerik analizi yapılmıştır. Bulgular, öğretmen yetiştirme sisteminde ve öğretmen rollerinde değişimlerin olduğunu göstermektedir. Öğretmenler geçmişte daha sosyal ve prestij sahibi görülürken yetişen yeni nesil öğretmenlerin daha az istekli, top-lumdan uzak ve normal bir memur gibi görüldükleri tespit edilmiştir. Ancak yeni nesil öğretmenler teknoloji kullanımı ve kendilerini küreselleşen dünyaya göre güncelleme konusunda daha iyi görülmüşlerdir. Günümüz öğretmen yetiştirme sisteminin en büyük avantajları teknoloji kullanımı ve evrensel bilgilerden haberdar olabilmek olarak görülür-ken dezavantajı pratikten yoksun ve öğretmenlik mesleğinin duyuşsal özelliklerine vurgu yapılmadan mezun olan öğretmenlerin varlığı olarak tespit edilmiştir. Bu çalışmanın, bugünün öğretmen yetiştirme sistemine katkılar sağlayabileceği düşünülmektedir.

Anahtar sözcükler: öğretmen yetiştirme sistemi, deneyimli öğretmenler, görüş, Türkiye

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,QWURGXFWRQ
,PDJLQH D FODVV WKDW FRQWDLQV DOO WKH HTX
EULOOLDQW VWXGHQWV LQ LW DQG KDV D SHUIHFW
LW ODFNV D TXDOL;HG WHDFKHU :KDW GR \RX WKLG
DEOH WR XVH WKH HTXLSPHQW DSSURSULDWHO\ LV
FDWLRQ PRYH IRUZDUG LQ DQ DSSURSULDWH PDQQH
SURFHVV RI HGXFDWLRQ RQH RI WKH PRVW LPSRUW
7HDFKHUV¶ SODFH LQ WKH HGXFDWLRQDO SURFH
WKH WHDFKHU WUDLQLQJ V\|VWHP)RU WKLW UHDVR
FRQFHSW HPSKDV]HG IURP SDVW WR SUHVHQW ERV
FRXQWU\ ZH FDQ VHSUDUDWH WKH WHDFKHU WUDLQL
HUD \$FFRUGLQJ WR \$N\|] WKH EHJLQQLQJ RI
WUDLQLQJ DUH EDVHG RQ WKH WLPH RI)DWLK 6XOW
\$|DVRI\|D ODGUDVDV D OHVVRQ QDPHG µGLVFXVVLQ
WR SULPDU\ VFKRRO WHDFKHU FDQGLGDWHV ,W FDC
WRU ZKR RUJDQL]HG D WHDFKHU WUDLQLQJ SURJUD
IRU WKH ;UVW WLPH
\$IWHU WKDW WLPH WKH 'DU¶•OPXDOOLPLQ WHD
*UDGXDWLQJ IURP 5•úGL\H øGDGL RU 6XOWDQL
LQ WKLW VFKRRO ,Q WKLW NLQG RI VFKRROV ZI
QXPEHU LQFUHDVHG WR DQG WKHQ LQ WR ,C
'*Tedrisatı İptidaiye Kanunu Muvakkatı*' UHPDLQHG LQ IRUFH IRU \HD
WKH RSHUQALIRRI İptidaiye LQ HDFK SURYLQFH WR WUDLQ
\$IWHU WKH IRXQGDWLRQ RI WKH 5HSXEOLF RI 7XU
'*Heyeti İlmiye*' GHFLGH RQ WKH GXUDWLRQ RI WKH WHDFK
WK ODUFK WHDFKHU WUDLQLQJ VFKRROV ZHUH
Teacher Training Schools' DQG *Bag Teacher Training Schools*' ,Q WKH V V
RI WKH SRSXODWLRQ OLYHG LQ YLOODJHV DQ
FDPH WR WKH IRUH)RU WKDW UHDVRQ WHDFKHU W
ZHUH IRXQG RQ QG \$SULO 7KHVH LQVWLWX
WHDFKHU FDQGLGDWHV ZHUH RQO\ IURP WKH YLOOD
ZRUN DV WHDFKHUV LQ WKH SODFHV ZKHUH WKH\ ZH
,QVWLWXWHV OHG WR WKH GHYHORSPHQW RI SHRS
9LOODJH ,QVWLWXWHV ZHUH FORVHG ZLWKLQ D VKR
FRQYHUWHG LQWR 3ULPDU\ 7HDFKHU 7UDLQLQJ 6FKI
DQG WHDFKHU VFKRROV DQG WKHQ LQWR \HDU (GX
%HWZH HQ DQG HGXFDWLRQ SROLFLHV FK
WKH H[SHFDWLRQV RI WKH SXEOLF DQG VWXGLHV
WUDLQLQJ V\|VWHP 7DQJ•O• +RZHYHU LQ WKH
QRW HQRXJK HVSHFLDOO\ LQ SULPDU\ VFKRROV)

IURP KLJK VFKRRO DQG FRXOG QRW FRPSOHWH WKH
SULPDU\ VFKRRO WHDFKHUV DIWHU WDNLQJ WKH UH
IRU LQFUHDVLQJ WKH QXPEHU RI WHDFKHUV LQVWH
WHUURU DQG DQDUFK\ DIIHFWHG WKH (GXFDWLRQ ,
GLSORPDV DIWHU D GD\ SURJUDP FDPH WR WK
EH WHDFKHUV E\ WDNLQJ HGXFDWLRQ ZLWK OHWWH
HPHQWU\ VFKRRO WHDFKHU QHGV ZHUH PHW WR
3DUDOOHO WR WKH XQLYHUVLW\ UHIRUP LQ
HPSKDV\HG WKH LPSRUWDQFH RI WHDFKHU WUDLQL
V\WHP ZDV WUDQVIHUHG WR WKH +LJKHU (GXFDW

,Q WHDFKHU WUDLQLQJ V\WHPV ZHUH XSGDV
VLW\¶V IDFXOW\ V\WHP 7HDFKHU WUDLQLQJ IRU V
DOVR EHFDPH D FXUUHQW LVVXH LQ WKLV SHULRG
UHRUJDQLHG ZLWK D SURMHFW RI WKH 0LQLVWU\ F
DQG :RUOG %DQN

7KH LPSRUWDQFH RI WKH WHDFKHU WUDLQLQJ V\
LWV TXDOLW\ 7HDFKHUV ZKR JUDGXDWHG IURP 9LO
LQJ 6FKRROV DUJXH WKDW IRUPHU WUDLQLQJ V\W
WKRXXKW WKDW GHVSLWH LQFUHDVHG GXUDWLRQ R
VSLULW DQG UHTXLUHG LGHDOV RI WKH WHDFKLQJ
WKDW WKH DIIHFWLYH GLPHQLVLRQ RI WKH WHDFKLQ

7KH SXUSRVH RI WKLV VWXG\ LV WR HYDOXDWH SD
LQ OLQH ZLWK LGHDV RI H[SHULHQFHG WHDFKHUV D
WHP 6XE WRSLFV DUH GH¿QHGH DV PHDQLQJ RI WH
SURIHVVLRQDO VNLOOV WKH WHDFKHUV VKRXOG KD
LQ WKH SDVW DQG SUHVHQW DQG H[SHFWDWLRQV I
HI¿FDF\ LQ VFKRRO IDPLO\ DQG FRPPXQLW\ UHODW
WRGD\¶V WHDFKHU WUDLQLQJ V\WHP DQG ODVWO\ V
WUDLQLQJ

0HWKRG

7KH UHVHDUFK PHWKRG ZDV VHOHFWHG DV WKH T
HQFHG WHDFKHUV ZKR JUDGXDWHG IURP 2UGX 3HU
DQG ZRUNLQJ DV WHDFKHUV IRU DW OHDVW HDUV
FRQWHQW DQDO\VLV ZDV SHUIRUPHG RQ WKH GDWD

Participants

3DUWLFLSDQWV ZHUH VHOHFWHG E\ XVLQJ SXUSI
ZHUH GH¿QHGH DV JUDGXDWLRQ IURP 2UGX 3HUHPEH

ZRUNLQJ DV D WHDFKHU IRU DW OHDVW \HDUV
UHVHDFK DQG WKHLU VHQLRULW\ \HDUV DUH VKRZC

7DEOHHDUV RI VHQLRULW\

<HDRJVVHQLRULW\	I	
25	5	25
35	6	
35	6	
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7 2 7 \$/		

Data Collection Tool

4XDOLWDWLYH UHVHDFK GHVLJQ ZDV FRQGXFWH
IRUP LQFOXGLQJ TXHVWLRQV ZDV XVHG DV D GDW
DQG WKH TXHVWLRQV FXUULFXOXP DQG LQVWUXF
DFFRUGLQJ WR WKHLU VXJJHVWLRQV WKH IRUP ZDV

Data Analysis

&RQWHQW DQDO\VLV ZDV SHUIRUPHG IRU WKL V T
VWUXFWXUHG IRUP ZDV DQDO\JHG ;UVWO\ WKH FRQ
WKHQ XQLWV RI DQDO\VLV ZHUH GHWHUPLQHG FRG
FRQWHQW DQDO\VLV ZDV SHUIRUPHG RQ WKH UHVHD
DQDO\VLV ZDV SHUIRUPHG RQ WKH DQVZHUV E\ PXO
OHQFH ZDV SURYLGHG LQ FRQFHSWV LW WRRN SO
GHWHUPLQHG ZLWK WKH IRUPXOD RI μ 5HOLDELOLW
+XEHUPDV \$FFRUGLQJ WR WKL UHOLDELOLW

)LQGLQJV

,Q WKL UHVHDFK VXE WRSLFV DUH GHWHUPLQ
SHUVRQDO YDOXH WHDFKHUV VKRXOG KDYH SURIH
HQFHV EHWZHHQ SDVW DQG SUHVHQW WHDFKHU WU
HI;FDF\ LQ VFKRRO IDPLO\ DQG FRPPXQLW\ UHODWL
RI WRGD\¶V WHDFKHU WUDLQLQJ V\WHP UHVSHFWL

Meaning of Teaching Profession

7KH ;UVW TXHVWLRQ DVNHG WR H[SHULHQFHG WH
WHDFKLQJ SURIHVVLRQ IRU \RX"¶ 7HDFKHUV VHH WK
WXUH GHYRWLRQ VDFUL;FH D SUHVWLJLRXV SURIH
PRGHUQLW\ D VDFUHG SURIHVVLRQ JXLGLQJ WKH

ODERU WROHUDQFH SDWLHQFH ORYLQJ OHDUQLQ
 WHDFKHUV RSLQLRQV DQG WKHLU IUHTXHQFLHV

7DEOH HDQLQJ RI WHDFKLQJ SURIHVVLRQ

6KDSLQJ WKH IXWXL	6
'HYRWLRQ VDFULILF	
\$ SUHVWLJLRXV SURIHVVLRQ	3
7UDLQLQJ TXDOLILF	3
\$ OLVW\OH	3
ORGHUQLW\	3
\$ VDFUHG SURIHVV	2
*XLGLQJ WKH SHRS	2
&RQLQJ XGIXWHVRSIPHQW	5
/DERU	5
7ROHUDQFH	5
3DWLHQFH	5
/RYLQJ OHDUQLQJ D	5

7KH IROORZLQJ VHQWHQFHV DUH H[DPSOHV RI WK

'Educate individuals who generate society, give direction to the future.' (Ö3,1)
'Beyond a profession, teaching is a life-style for me.' (Ö17, 1)

Personal Values Teachers Should Have

7KH VHFRQG TXHVWLRQ LV UHODWHG WR WKH SHU
 WHDFKHUV DQVZHUHG WKLV TXHVWLRQ DV IROORZV

7DEOH BHUVRQDO YDOXH

)XOO RI ORYH SHRSOH	
DQLVDO	
5HOLDEOH KRQHVW	
%HPRGHO	6
%SDWLHQW WROHUDQW	6
2SHQ WR QHZ HYHQWV F	5
'HYHORS KLP KHUVHOI F	
%H VFRQILGHQW	3
%H D OHDGHU	3
+DYH FRPPXQLFDWLRQ V	3

2WKHU WKDQ WKHVH YDOXHV H[SHULHQFHG WHD
PRUDO IDLU HPSDWKHWLF IULHQGO\ FRQWHPSRU
WR FULWLFLVP DQG DEOH WR DSSUHFLDWH RWKHU

*'The teacher should be a model with his/her behaviors, be self-confident and develop
him/herself continuously.'* (Ö1, 10-11)

'First of all, they should have leadership features.' (Ö4, 9)

Professional Skills Teachers Should Have

7KH VNLOOV WHDFKHUV VKRXOG KDYH LQ WKH SU
HQFHG WHDFKHUV DV VHHQ LQ 7DEOH

7DEOH SURIHVVLRQDO VNLOOV

	I	
.QRZOHGJHDEOH DER)		
ILHOG VRSKLVWLFDWHG		
/RYH KLV KHU MRE		
2SHQ WR QHZ HYHQW\	6	
ILHOG		
8VH WHFKQRORJ\ HHH	5	25
.QRZOHGJHDEOH DER)	5	25
SV\FKRORJ\		
%H GHOMHORSHG		
%H D UHVHDUFKHU DF		
8VH ODQJXDJH HHHFW	3	
%H REMHFWLYH IDLU	3	
.QRZOHGJHDEOH DER)	2	
SURJUDPV		
8VH WKH WLPH LQ DQ	2	

2WKHU SURIHVVLRQDO VNLOOV DUH OLVWHG DV E
GLIIHUHQFHV DQG NQRZOHGJHDEOH DERXW FXOWXU
PHQWV RI WHDFKHUV DUH DV IROORZV

'The important thing is love rather than knowledge.' (Ö5, 4)

'Academic knowledge and child psychology should be taught to teachers.' (Ö9, 6)

Differences between the Past and Present Teacher Training System and Expectations for the Future

:KHQ WKH H[SHULHQFHG WHDFKHUV ZHUH DVNHG I
DQG SUHVHQW WHDFKHU WUDLQLQJ V\WHP LW ZDV
WKH WKHRU\ SUDFWLFH EDODQFH 7KH\ LQGLFDWH V
WLFH ZDV LQ WKH IRUHIURQW +RZHYHU QRZ WKH W

RI WKHRUHWLFDQ ¿HOG NQRZOHGJH EXW FDQQRW X
 7KH H[SHULHQFHG WHDFKHUV DOVR WKLQN WKDW
 FLDO SUREOHPV DQG HYHQWV EXW WKDW QRZ WKH\
 7KH WHDFKHUV ZKR NQHZ DERXW VRFLDO SUREOHPV
 ¿FXOWLHV LQ WKH SDVW EXW QRZ WKH\ H[SHFW HY
 SODWWHU ,Q WKH SDVW WHDFKHUV ZHUH EURXJKW
 WRGD\¶V WHDFKHUV DUH VNLOOHG LQ WHFKQRORJLF
 RI WKH HUD IRU WKH H[SHULHQFHG WHDFKHUV 2WK
 PRUH HDJHU DQG DPELWLRXV LQ WKH SDVW EXW W
 ¿HOG NQRZOHGJH WKH\ DUH QRW HDJHU DQG DPEL
 WHDFKHUV SRLQW RXW WKDW LQ WKH SDVW WHDFK
 WHDFKHUV DUH PRVWO\ VWULFW RQ PHPRUL]DWLRQ
 'LIIHUHQFHV EHWZHHQ WKH SDVW DQG SUHVHQW V
 VXJJHVW IRU WKH IXWXUH LV VKRZQ LQ 7DEOH

7DEOH 3 DVW SUHVHQW DQG IXWXUH V\ VWHPV

3DVW	3UHVHQW	IXWXUH
3UDFWLQV H[SHULHQFHG WHDFKHUV	7KH RUWLRQV	& RPELQH WKHRU\ 2
6HQVLWLYLW\ WR V	'LVWIDQW VRFLDO	6HQVLWLYLW\ WR \
SUREOHPV HYHQWV	SUREOHPV HYHQWV	
6WURQJ HQWURJHWV	([SHFW HYHU\WKLQ. .QRZOHGJHDEOH D	WKHP RQ D VLOYHU SUREOHPV WR GWDENOH
		WKHP
6NLOOHG LQ PDQ\ I	6NLOOHG LQ WHFKQ	6NLOOHG LQ GLIHI
		WHFKQRORJ\
(DJHU DQG DPELWLI	.QRZOHGJHDEOH EX	(DJHU DPELWLRXV
		NQRZOHGJHDEOH
3URGXFW	6WULFW RQ PHPRUL	ORUH SURGXFWLYH

\$V VHHQ LQ WKH WDEOH ZH QHHG WR FRPELQH
 UDLVH WHDFKHUV VHQVLWLYH WR VRFLHW\ DQG DEO
 ¿HOGV DQG DOVR KDYLQJ WHFKQRORJLFDQ NQRZOH
 LV YHU\ LPSRUWDQW IRU WKH IXWXUH JHQHUDWLRQ
 VHOHFWHG DFFRUGLQJ WR WKHLU ZLOOLQJQHVV WR
 WLYH WHDFKHUV IRU RXU IXWXUH

'In our time, teachers were raised with internship in the city center and also in villages. However, no teacher candidates lacked practice.' (Ö6,11-14).

Differences in Teacher Roles

\$FFRUGLQJ WR H[SHULHQFHG WHDFKHUV WHDFK

WRUV SUDFWLFDO SUREOHP VROYHUV VHHQ DV D
WKH VSLULW RI WHDFKLQJ +RZHYHU QRZ WKH\ JLY
D SUREOHP WKH\ DUH QRW ZLOOLQJ WR EH D WHD
ZRUN OLNH RUGLQDU\ RI FLDOV DQG WKH DIIHFWLY
SURIHVLRQ 7HDFKHU UROHV LQ WKH SDVW DQG SU
VHHQ EHZ

7DEOH 7HDFKHU UROHV

3DVW	3UHVHQW)XWXUH
,QQRYDWLYH WHFKQRORJYD WRU XVH WHFKQRORJYD WHFKQRORJYD WHFKQRORJYD	HIIHFWLYH ZD\	
ORGHO	6HHDOLVUFUHLWHG	ORGHO
3UDFWLFDO	7KRUHWFDO	%RWK WKRUHWFDO DQG SUDFWLFDO
+DWKH VSLULW RI V	\$IIHFWLYH GPHQGE (PSKDLV RQ DIIHFWLYH	
6RXUFH RI LQIRUPD	*XLGH	6RXUFH RI LQIRUPD
3UHVWLJLRXV	\$Q RUGLQDU RIILF	3UHVWLJLRXV

\$V VHHQ LQ WKH WDEOH LQ WKH IXWXUH ZH QH
ZLOOLQJ LQQRYDWLYH NQRZOHGJHDEOH DERXW W
DUH PRGHOV SUREOHP VROYHUV VRXUFHV RI LQIR
HPSKDLV RQ WKH DIIHFWLYH GLPHQVLRQ RI WKH W

'We respect and love our profession but now teachers are not willing to do their job.' (Ö7, 18)
'Now, teachers are distant from society and also society sees teachers as ordinary officials. In the past, the teaching profession was more prestigious.' (Ö10, 13-14)

Efficacy in School-Family and Community Relations

ORVW RI WKH H[SHULHQFH WHDFKHUV WKLQN W
VFKRRO IDPLO\ DQG FRPPXQLW\ UHODWLRQV)RU HI
VLGHU WKH LPSDFW RI VRFLDO VWUXFWXUH FRPPX
ZLWK JXLGDQFH VHUULFHV H[SUHVV KLP KHUVHOI
PRGHO ZLWK KLV KHU EHKDYLRUV EH SDWLHQW FD
WDO WROHUDQW WUXVWZRUK\ GHWHUPLQH H[
UHDVRLQJ VNLOOV DQG FRQWDFW ZLWK IDPLOLHV

'Now, teachers and families do not connect with each other; families interfere in educational concerns, but unconsciously.' (Ö12, 12-13)
'Teachers should be involved in society and be a model for it.' (Ö16, 28)

Advantages and Disadvantages of Today's Teacher Training System

([SHULHQFHG WHDFKHUV WKLQN WKDW LQ WRGD\ FDQGLGDWHV DUH LQ VHDFK RI V\WHPDWLF LQQR DQG WU\ WR NHHS XS ZLWK WKHVH LQQRYDWLRQV HGJH LQ WKHLU ;HOGV DQG WKH\ DUH DEOH WR XVH WKLW WKH\ OHDUQ D IRUHLJQ ODQJXDJH LQ XQLYHU XVH D IRUHLJQ ODQJXDJH 7KH\ DUH DEOH WR IROOR JOREDOL]DWLRQ

7KH GLVDGYDQWDJHV H[SHULHQFHG WHDFKHUV S IRUPDQFH HYDOXDWLRQ LQ XQLYHUVLW\ HGXFDWLR KDYH JUHDW ;HOG NQRZOHGJH EXW WKDW WKH\ GR HQYLURQPHQW)XUWKHUPRUH WKH WHDFKHU FDQG QHHGV RI VRFLHW\ \$OVR PRVW RI WKH WHDFKHU WKH\ DUH QRW ZLOOLQJ WR SDUWLFLSDWH LQ WKH SURIHVVLRQ

%HLQJ WHDFKHUV ZLWK SHGDJRJLFDO IRUPDWLR 7KH\ WKLQN WKDW DIWHU WDNLQJ RQH RU WZR VHF WHDFKHUV 7KHVH WHDFKHU FDQGLGDWHV ODFN DS UHDFVRQ SHGDJRJLFDO IRUPDWLRQ FHUWL;FDWHV V

/DVWO\ H[SHULHQFHG WHDFKHUV WKLQN WKDW ; VKRXOG EH UDLVHG IRU TXDOL;HG WHDFKHU HGXFD WHDFKHU FDQGLGDWHV ZLWK WKHLU NQRZOHGJH DG \$GYDQWDJHV DQG GLVDGYDQWDJHV DUH VHHQ LQ

7DEO\$HG YDQWDJHV DQG GLVDGYDQWDJHV

\$GYDQWDJHV	'LVDGYDQWDJHV
,Q VHDFK RI V\WHPDWLF LQ /DFN RI SUDFWLFH	
(TXLSSH\KZLWK HWLFDQ NQRZC /DFN RI SHUIRUPDQFH HYDOXI	
Adaptation to today's requirements	8QDZDUH RI WKH QHHGV RI VF
8VDJH RI WHFKQRORJ\ /DFN RI GHVLUH	
.QRZOHGJH RI D IRUHLJQ ODQ %HLQ WHDFKHU ZLWK SHGDJRJL	
(TXLSLWK JOREDQ NQRZOHG. 1RW HQRXJK TXDOLILHG DFDG	
)ROORZ VFLHQFH DQG WHFKQI	
JOREDOL]DWLRQ	

'LVFXVVLRQ &RQFOXVLRQ DQG 6XJJHVWLRQV ,Q WKLW UHVHDFK H[SHULHQFHG WHDFKHUV¶ R WHDFKHUV¶ IHDWXUHV DQG SDVW SUHVHQW DQG IX WHDFKHUV KLJKOLJKW VRPH LPSRUWDQW SRLQWV E)LUVW RI DOO LW LV VHHQ WKDW H[SHULHQFHG V

WHDFKLQJ SURIHVVLRQ 0RVW IUHTXHQWO\ XVHG R
VDFUL;FH 7KXVH WZR IHDWXUHV DUH DOVR LQGLF
6HPHUFL DQG 6HPHUFL VWDWH WKDW WR EH F
VKRXOG EH VHOHFWHG FDUHXOO\ EHFDXVH WKH\ ZL
WKH IXWXUH \$OVR LQ WKHLU UHVHDFK ZLWK WHD
JHQ SRLQW RXW WKH LPSRUWDQFH RI VDFUL;FH
FDQGLGDWHV WKLQN WKDW WKH PRVW LPSRUWDQW
DUH LPSRUWDQW IRU VRFLHW\¶V IXWXUH¶ µWHDFKL
LW\¶ DQG µWHDFKLQJ LV D SURIHVVLRQ WKDW UHTX
7KH PRVW LPSRUWDQW SHUVRQDO YDOXH WHDFK
WKLQJ SHRSOH FKLOGUHQ QDWXUH DQLPDV HW
VHHQ DV µORYLQJ KLV KHU MRE¶ LQ SURIHVVLRQDO
FDWHG QHDU WKH WRS ,Q D VWXG\ GRQH IRU ;QGL
µORYH WKHLU MRE SURIHVVLRQ¶ LV VHHQ DV PRVW
,Q WKLW UHVHDFK H[SHULHQFHG WHDFKHUV
VLRQDO IHDWXUH WHDFKHUV VKRXOG KDYH LV EHL
;HOG .QRZOHGJH DQG HI;FDF\ RI WHDFKHUV LQ W
UHVHDFKHV DERXW WKH TXDOL;FDWLRQ RI WKH V
%RUNR dHOLNWHQ HW DO 6KXOPDQ g
([SHULHQFHG WHDFKHUV¶ WKRXJKWV DERXW WKH
DUH DOVR DVNHG IRU LQ WKLW UHVHDFK 0RVW RI
LQ WKH IRUHIURQW DQG WHDFKHU FDQGLGDWHV KDC
+RZHYHU QRZ WKHRUHWLFDQ NQRZOHGJH LV VHHQ
FDQGLGDWHV JUDGXDWH IURP WKH WHDFKHU WUDLQ
VLWLYLW\ WR VRFLDO SUREOHPV LV DQRWKHU GLIH
FRUGLQJ WR WKHP LQ WKH SDVW WHDFKHUV ZHUH
QRZ WKH\ DUH DZD\ IURP WKHP 7KLV DOVR FDXVHV
SDUHQWV DQG WKH FRPPXQLW\ DQG WKH\ FDQQRW H
DQG FRPPXQLW\ UHODWLRQV)RU WKLW UHVRQ WH
VLWLYH WR WKH HYHQWV DQG SUREOHPV RI VRFLHW
7HDFKHU UROHV KDYH DOVR FKDQJHG IURP SDVW
WHDFKHUV \$FRUGLQJ WR WKHP WKH WHDFKHUV Z
WKH\ DUH VHHQ DV RUGLQDU\ RI;FLDOV 7KH\ ZHUH
DUH VHHQ DV GLVFUHGLWHG 7KH\ KDG WKH VSLULW
DIIHFWLYH GLPHQVLRQ RI WHDFKLQJ LV LJQRUHG
)XUWKHUPRUH H[SHULHQFHG WHDFKHUV FRPPHQ
WHP DQG OLVW WKH DGYDQWJDHV DQG GLVDGYDQW
LQ VHDUFK RI V\WHPDWLF LQQRWDWLRQ EHLQJ HT
WDWLRQ WR WRGD\¶V UHTXLUPHQWV WHFKQRORJ
ODQJXDJH DQG IROORZLQJ VFLHQFH DQG WHFKQROR

JOREDOLJDWLRQ ,Q FRQWUDVW WKH GLVDGYDQWDJ
DQG SHUIRUPDQFH HYDOXDWLRQ EHLQJ XQDZDUH R
LQJ WHDFKHUV ZLWK D SHGDJRJLFDO IRUPDWLRQ FH
FLDQV LQ IDFXOWLHV RI HGXFDWLRQ WR UDLVH WH
JRJLFDO IRUPDWLRQ SURGXFHV XQTXDOL¿HG DQG L
TXDOL¿HG DFDGHPLFLDQ SUREOHP LV DOVR LQGLFD
2NoDERO)LUVW RI DOO ZH VKRXOG UDLV
WR UDLVH TXDOL¿HG WHDFKHUV

7KH VXJJHVWLRQV IRU IXWXUH WHDFKHU WUDLQL

‡ ZRUNLQJ IRU GHYRWHG DQG HDJHU VWXGLHV IR
FRQWLQRRXV GHYHORSPHQW RI WKH WUDLQLQJ V
DQG WKH OLQLVWU\ RI (GXFDFWLRQ VKRXOG JLYH I
V\ VWHP DQG SURYLGH FRQWLQRRXV GHYHORSPHQ
WHDFKHUV LQ DFFRUGDQFH ZLWK LPSURYHPPHQW

‡ SURYLGHQJ GHVLUH WR WKH WHDFKLQJ SURIHVV
LQGLYLGXDOV GR QRW ZDQW WR EH WHDFKHUV IR
EHLQJ GLVFUHGHLWHG LQ VRFLHW\ 6WXGLHV VKRX
SUHVWLJH RI WKH WHDFKLQJ SURIHVVLRQ LQ VRF

‡ SURYLGHQJ ORYH DQG UHVSHFW WR WKHLU SUR
GRPDLQ RI WHDFKHU FDQGLGDWHV VKRXOG QRW E
VHOHFW LQGLYLGXDOV ZKR DUH ZLOOLQJ WR WDN
ORYH SHRSOH FKLOGUHQ DQG WKH HQYLURQPHQ
WHDFKHUV ZLWK LQWHUYLHZV FDQ EH DQ RSWLRQ

‡ XSGDWLQJ LQIRUPDWLRQ FRQVWDQWO\ LQ HGX
IDFXOWLHV WKH OLQLVWU\ RI (GXFDFWLRQ DQG W
FRQWLQRRXVO\ E\ XSGDWLQJ LQIRUPDWLRQ ZLWK
¿HOGV RI VFLHQFH DQG WHFKQRORJ\

‡ WHDFKLQJ WHFKQRORJ\ XVH LQ WHDFKLQJ WHF
EH GHQLHG \$V LQ RWKHU DUHDV LW LV LPSRUWD
WHFKQRORJ\ VKRXOG EH NQRZQ LQ HGXFDWLRQD
VKRXOG EH LQFUHDVHG LQ WKH WHDFKHU WUDLQ

‡ WHDFKLQJ LQGLYLGXDOV WR EH EHWWHU SHRS
ZHOO DV EHLQJ NQRZOHGJHDEOH LQ GLIIHUHQW D

úLPLQH NDWNÕ VD÷ODPÕúWÕU .DSOXKDQ \$QFI
LoLQGH NDSDWÕOPÕúWÕU 'DKD VRQUD .|\ (QVWLW•
\ÕOOÕN (÷LWLP (QVWLW•OHULQH G|Q•úW•U•OP•úW•U
QD J|UH oHúLWOL GH÷LúLNOLNOHUH WDELL WXWXOD
 \ÕOOÕQGD 8OXVDO (÷LWLP NRQVH\LQGH |QHP
ROPXúWXU 0(% %X \ÕOODUGD |÷UHWPHQ \HWL
EÕUDNÕOPÕúWÕU 5HVPL *D]HWH 7HPPX] 'D
\HWLúWLUPH VLVWHPL)DN•OWH G•]H\LQH \•NVHOWLC
PLúWLU %X G|QHPOHUGH RUWD|÷UHWLPH |÷UHWPHQ
<•NVHN g÷UHWPHQ 2NXOODUÕ |QHPOL DúDPDODUGÕ
PL 0LOOL (÷LWLP %DNDQOÕ÷Õ LOH <g. YH '•Q\D %DQ
\HQLGHQ RUJDQL]H HGLOPLú YH EXJ•QN• KDOLQH ND
<DSÕODQ GH÷LúLNOLNOHUH YH JHOLúPHOHUH UD
J•QGHPHG \HULQL DOPDNWDGÕU 3%X VLVWHPL QDV
|÷UHWPHQ \HWLúWLUHQ KHU NXUXPXQ YH |÷UHWPHQ
NHQGLQH \|QHWWL÷L VRUXODU DUDVÕQGD \HU DOP
|÷UHWPHQOHULQ J|U•úOHUL GR÷UXOWXVXQGD JHoPL
UDPODUÕQÕ GH÷HUOHQGLUPHN YH JHOHFHN |÷UHWPHQ
EXOXQPDNWÕU

Yöntem

\$UDúWÕUPD QLWHO DUDúWÕUPD \|QWHPL NXOOD
DPDõVDO |UQHNOHP \|QWHPL LOH VHoLOHQ 2UGX 3H
]XQ ROPXú YH HQ D] \ÕO |÷UHWPHQOLN PHVOH÷LQ
PHQ ROXúWXUPDNWDGÕU 9HUL WRSODPD DUDFÕ RO
IRUP NXOODQÕOPÕúWÕU)RUPXQ JHoHUOL÷LQLQ VD
|÷UHWLPL DODQ X]PDQÕQÕQ J|U•úOHUL DOÕQPÕú I
\DSÕODQGÕUÕOPÕúWÕU 9HULOHU •]HULQGH \DSÕOD
OHU LNL D\UÕ DUDúWÕUPDFÕ WDUDIÕQGDQ \DSÕOPÕ
OLN G•]H\L NDWÕOPD G•]H\L NDWÕOPD G•]H\L NDWÕ
ODUDN J•YHQLUOLN G•]H\L RODUDN WHVSLW HGLC

Bulgular

\$UDúWÕUPDGDNL EXOJXODUÕQ DOW EDúOÕNODUC
PHQOHULQ VDKLS ROPDVÕ JHUHNHQ NLúLVHO]]HOOF
|÷UHWPHQ VLVWHPOHUL DUDVÕQGDNL IDUNODU |÷U
YH WRSOXP LOLúNLVLQGH \HWHUOLN YH J•Q•P•] |÷U
GH]DYDQWDMODUÕ RODUDN YHULOPLúWLU
'HQH\LPOL |÷UHWPHQOHU µ|÷UHWPHQOLN PHVOH÷
VD\JÕQ PHVOHN NDOLWHOL LQVDQ \HWLúWLUPH EL

VDQODUD UHKEHU ROPD V•UHNOL NHQGLQL JHOLúW
UHWP\H VHYPH RODUDN J|UPHNWHGLUOHU

g÷UHWP HQOLN PHVOH÷LQGH EXOXQDQ |÷UHWP HQ
UH\H oRFXNODUD KD\YDQODUD NÖVDFDVÖ KHU úH\
QÖúODUÖ\OD PRGHO VDEÖUOÖ \HQL ROD\ YH GXU\
NHQGLQH J•YHQHQ OLGHUOLN |]HOOLNOHULQH YH L
VÖUDODQPÖúWÖU %X |]HOOLNOHULQ GÖúÖQGD DKC
UDQDELOHQ oDOÖúNDQ \DUGÖPVHYHU HOHúWLUL\
ROPDN GD NLúLVHO |]HOOLNOHU RODUDN VÖUDODQP

OHVOHNL EHFHULOHU LVH DODQÖQGD ELOJL YH G
DODQÖQGDNL JHOLúPHOHUGHQ KDEHUGDU YH JHOLú
oRFXN SVLNRORMLVLQGHQ KDEHUGDU ROPD NHQGL
\XFX ROPD GLOL J•]HO NXOODQDELOPH DGLO ROP
VDKLS ROPD YH]DPDQÖ L\L NXOODQDELOPH RODUD
\DUDWÖFÖOÖN ELUH\VHO IDUNOÖOÖNODUÖQ IDUNÖ
ODUGDQ KDEHUGDU ROPD GD |÷UHWP HQQLQ VDKLS R
\HU DOPÖúWÖU

'HQH\L POL |÷UHWP HQOHUH JHoPLú YH úLPGLNL |÷
VÖQGD J|UG•NOHUL IDUNODUÖ EHOLUWPHOHUL LVWH
ROGX÷X DoÖ÷D oÖNPÖúWÖU *|U•ú• DOÖQDQ |÷UHWP
PHQOHU VDGHFH NHQGL DODQODUÖQGD GH÷LO IDUN
SUDWLN RODUDN NXOODQPD \HWHQH÷LQH VDKLSNH
GD WHRULN ELOJL\H VDKLSNHQ EXQX X\JXODPDNWD
|÷UHWP HQOHULQ GDKD |QFH OHUL WRSOXPOD Lo LoH
ROJXODUGDQ VR\XWODPÖú ROPDVÖ RODUDN J|VWHU
÷LúPHVL QHGHQL\OH GDKD |QFH WDUÖP VD÷OÖN JL
ROPDVÖ JHUHNHQ |÷UHWP HQOHU úX DQ WHNQRORML
DGÖP |QH oÖNPDNWDGÖUODU *HoPLú VLVWHPOHUGH
GD \HWHUVL] NDOPÖú ROPDVÖ YH NHQGLOHULQL JH
EXOJXODUGDQ ELULGLU *•Q•P•] |÷UHWP HQOHULQLQ
ELOPHVL LoLQ oDED KDUFDPDODUÖQÖQ JHUHNWL÷L
HGLOPLúWLU

'HQH\L POL |÷UHWP HQOHULPL]H J|UH JHOHFHNWH |
L\L KDOH JHWLULOHELOPHVL LoLQ WHRULN ELOJLQL
UÖQ IDUNÖQGD IDUNOÖ DODQODUGD ELOJL VDKLEL
NXOODQDELOHQ YH J•oO•NOHUH NDUúÖ GLUHQoOL |
\$UÖFD |÷UHWP HQ DGD\ODUÖQÖQ |÷UHWP HQOLN PHV
VD÷ODQPDOÖ |÷UHWP HQOLN PHVOH÷L VHYGLULOPH

ULQ \HWLúWLULOPHVL LóLQ |÷UHWPHQ DGD\ODUÕ EX
GDQ VHóLOPHOLGLU

*HóPLúWHQ J•Q•P•]H |÷UHWPHQ UROOHULQGH GH
*HóPLúWH |÷UHWPHQOHULQ \HQLOLNóL DQFDN WHNQ
JLQLQ ND\QD÷Õ RODUDN J|U•OHQ PRGHO RODQ SUH
FDN J•Q•P•]GH |÷UHWPHQOHULQ N•UHVHO ROD\ODUÕ
FDN WRSOXPGDQ X]DN GHYOHW PHPXUX JLEL J|U•OH
|]HOOLNOHULQLQ •]HULQGH GXUPD\DQ ELUH\OHU RO
EHOLUWLOPLúWLU *HOHFHNWH |÷UHWPHQ \HWLúWLU
NXOODQDELOHQ YH EXQXQ \DQÕQGD WRSOXPD X]DN
\DUOÕ |÷UHQFLOHUH PRGHO RODELOHFHN WHRUL S
PHVOH÷LQLQ GX\XúVDO |]HOOLNOHULQLQ IDUNÕQGD
WHGLU %|\OHFH |÷UHWPHQOHULQ WRSOXPXQ J|]•QG
JL ND\QD÷Õ \HULQH UHKEHU RODUDN J|U•OPHVL J•Q
FDN |÷UHWPHQOHULPL] ELOJL ND\QD÷Õ JLEL J|U•OP

*•Q•P•] |÷UHWPHQ \HWLúWLUPH VLVWHPLQLQ DYD
RULN ELOJLQLQ DNWDUÕODELOPHVL J•Q•P•] G•Q\DV
ODQÕPÕQÕQ \D\JÕQODúWÕUÕOPDVÕ \DEDQFÕ GLO B
OHUH VDKLS |÷UHWPHQOHULQ \HWLúWLULOPHVL EL
RODUDN J|VWHULOPLúWLU 6ÕQÕUOÕOÕNODUÕ LVH
\HWLúPHVL SHUIRUPDQV GH÷HUOHQGLUPHQLQ WDP
\DóODUÕQ J|] DUGÕ HGLOPHVL |÷UHWPHQOLN PHVOH
\RQ VHUWL¿NDVÕ\OD |÷UHWPHQ ROXQDELOPHVL YH
PHPLú ROPDVÕ RODUDN VÕUDODQPÕúWÕU

Tartışma, Sonuç ve Öneriler

'HQH\LPOL |÷UHWPHQOHULQ J|U•úOHUL GR÷UXOWX
VLVWHPOHULQLQ NDUúÕODúWÕUÕOGÕ÷Õ YH JHOHFH
úÕOGÕ÷Õ EX óDOÕúPDQÕQ LON DOW EDúOÕ÷Õ RODQ
UHWPHQOHU HQ óRN EX PHVOH÷LQ µJHOHFH÷H \]Q Y
GL÷LQL EHOLUWPLúOHUGLU %X EXOJX 6HPHUFL YH
LOH SDUDOHOLN J|VWHUPHNWHGLU \$\UÕFD g]EHN
óDOÕúPDGD |÷UHWPHQOLN PHVOH÷LQGH IHGDNDUOÕ
g÷UHWPHQOHULQ VDKLS ROPDVÕ JHUHNHQ PHVOH
OHQ EHFHUL µDODQÕQGD ELOJL VDKLEL ROPD¶ ROD
DODQ ELOJLVL YH \HWHUOLOL÷L \DSÕODQ ELUóRN D
MDDUG YH GL÷ %RUNR dHOLNWHQ YH GL÷
OHQ \$UÕFD EXOJXODU DUDVÕQGD \HU DODQ µ

¶QÕQ \DSWÕ÷Õ oDOÕúPDQÕQ |QHPOL EXOJXODU
*HoPLú YH úLPGLNL |÷UHWPHQ \HWLúWLUPH VLVV
SUDWLN GHQJHVL RODUDN J|U•OPHNWHGLU 'HQH\LP
OHU |÷UHQGLNOHUL KHU úH\L DODQGD X\JXODPD]RU
ELUoRN WHRULN ELOJL\H VDKLS ROPDVÕQD UD÷PHQ
WDGÕU %|\OHFH |÷UHWPHQ \HWLúWLUPH VLVWHPLQ
JHUHNOLOL÷L RUWD\D oÕNPDNWDGÕU d•QN• |÷UHW
PHGHQ |÷UHWPHQ RODQ ELUH\OHU WRSOXPGDQ X]D
PHPHNWH YH RNXO DLOH YH WRSOXP GHQJHVLQL VD
%LU GL÷HU DOW EDúOÕN RODQ |÷UHWPHQ UROOH
RODQ VD\JÕQÕQ \LWLULOPLú ROPDVÕ GDKD |QFH E
DQ PHPXUOXNWDQ IDUNVÕ] J|U•O•\RU ROPDVÕ LIDG
\HUL NDSODPDNWDGÕU *HoPLúWH |÷UHWPHQOHU WR
GH÷HUVL]OHúPH\H EDúODPÕúWÕU
*•Q•P•] H÷LWLP VLVWHPLQLQ HQ E•\•N DYDQWDMÕ
UDN J|VWHULOPLúWLU g÷UHWPHQ DGD\ODUÕ N•UHV
PH\H oDOÕúÕOPDNWD ELOLP YH WHNQRORML\L WDN
E•\•N VÕQÕUOÕOÕ÷Õ LVH |÷UHWPHQOLN PHVOH÷L Lo
ROPDVÕ RODUDN LIDGH HGLOPLúWLU \$UÕFD SHGDJ
RODQ ELUH\OHULQ NDOLWHVL] |÷UHWPHQ \HWLúPHV
EXOJX \$]DU WDUDIÕQGDQ \DSÕODQ oDOÕúPDQÕ
\DQÕ VÕUD NDOLWHOL DNDGHPLV\HQ HNVLNOL÷L GH
ODUÕQGDQ ELUL RODUDN J|U•OPHNWHGLU %X GXUX
(ULúHQ 2NoDERO .DOLWHOL |÷UHWPHQ \V
\HQOHUH LKWL\DFÕPÕ] YDUGÕU
\$UDúWÕUPDQÕQ EXOJXODUÕ GR÷UXOWXVXQGD JH
GDKD QLWHOLNOL ROPDVÕ LoLQ oDOÕúPDODUÕQ VD
WHPLQLQ V•UHNOL JHOLúWLULOPL\H oDOÕúÕOPDVÕ
PD \ROODUÕQÕQ EXOXQPDVÕ EX PHVOH÷H NDUúÕ V
WRSOXPVDO ELOJLOHULQ J•QFHOOHQPHVL H÷LWLP
L\L ELU QHVLO LoLQ L\L LQVDQ \HWLúWLULOPLV
QLWHOLNOHUOH \HWLúWLULOPLV JHUHNPHNWHGLU
G•ú•QPH EHFHULOHLQH VDKLS ROPDVÕ VRUXQ o|]•
\LFL GX\DUOÕ DGLO KRúJ|U•O• G•U•VW NDUDUOÕ
V•UHNOL JHOLúWLUPH\H oDOÕúDQ ELUH\OHU RODUD

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g]EHN 5 .DK\DR÷OX 0 g]JHQ 1 (YDOXD

RSLQLRQV RQ WHDFKLQJ SURIHVVLRQ -RXUQDC

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educational Faculty,
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