

## 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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,QWURGXFWLRQ  
,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  
\$DVRID ODGUDVDV D OHVVRQ QDPHG µGLVFXVVLRQ  
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  
\*UDGDWLQJ 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 RSHUQALIRI 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 *Çağdaş Teacher Training Schools*' ,Q WKH V V  
RI WKH SRSXODWLRQ OLYHG LQ YLOODJHV DQ  
FDPH WR WKH IRUH )RU WKDW UHDVRQ WHDFKHU W  
ZHUH IRXQGHG 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  
WK H[SHFDWLRQV RI WKH SXEOLF DQG VWXGLHV  
WUDLQLQJ V\VWHP 7DQJ•O• +RZHYHU LQ WKH  
QRW HQRXJK HVSHFLDOO\ LQ SULPDU\ VFKRROV )

IURP KLJK VFRRRO DQG FRXOG QRW FRPSOHWH WKH  
SULPDU\ VFRRRO 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\ VFRRRO WHDFKHU QHHGV 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 XSGD  
VLW\¶V IDFXOW\ V\WHP 7HDFKHU WUDLQLQJ IRU V  
DOVR EHFDPH D FXUUHQW LVVXH LQ WKLV SHULRG  
UHRUJDQL]HG 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 LGHDV RI WKH WHDFKLQJ  
WKDW WKH DIIHFWLYH GLPHQVLRQ 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¿QH DV PHDQLQJ RI WH  
SURIHVVLRQDO VNLOOV WKH WHDFKHUV VKRXOG KD  
LQ WKH SDVW DQG SUHVHQW DQG H[SHFWDWLRQV I  
HI¿FDF\ LQ VFRRRO 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¿QH 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	
8 S WR	3	
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  $\mu$ 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 IUHTXHQLHV

7DEOH HDQLQJ RI WHDFKLQJ SURIHVVLRQ

6KDSLQJ WKH IXWXL	6
'HYRWLRQ VDFULILF	
\$ SUHVWLJLRXV SURIHVVLRQ	3
7UDLQLQJ TXDOLILF	3
\$ OLVW\OH	3
ORGHUQLW\	3
\$ VDFUHG SURIHVVLRQ	2
*XLGLQJ WKH SHRS	2
&RQWLQXGRXVH\OHSIPHQW	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

	1	
.QRZOHGJHDEOH DER)		
ILHOG VRSKLVWLFDFWHG		
/RYH KLV KHU MRE		
2SHQ WR QHZ HYHQW\	6	
ILHOG		
8VH WHFKQRORJ\ HHH	5	25
.QRZOHGJHDEOH DER)	5	25
SV\FKRORJ\		
%H WHDFKHUV		
%H D UHVHDFKHU 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  
DQG SUHVHQW WHDFKHU WUDLQLQJ V\WHP LW ZD  
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
3UDFWLW\ H[SHULHQFHG WHDFKHUV	7KH RU\ WHDFKHUV	& RPELQH WKHRU\ 2
6HQVLWLYLW\ WR V\ 'LVWIDQW VRFLDO	6HQVLWLYLW\ WR \	SUREOHPV HYHQWV SUREOHPV HYHQWV
6WURQJ HQ\ RQ\ H[SHFW HYHU\WKLQ\ .QRZOHGJHDEOH D	WKHP RQ D VLOYHU	SUREOHPV WHDFKHUV 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 LQQRDWRQV  
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 HYDOXDWRQ LQ XQLYHUVLW\ HGXFDWR  
KDYH JUHDW ;HOG NQRZOHGJH EXW WKDW WKH\ GR  
HQYLURQPHQW )XUWKHUPRUH WKH WHDFKHU FDQG  
QHHGV RI VRFLHW\ \$OVR PRVW RI WKH WHDFKHU F  
WKH\ DUH QRW ZLOOLQJ WR SDUWLFLSDWH LQ WKH  
SURIHVVLQR

%HLQJ WHDFKHUV ZLWK SHGDJRJLFDO IRUPDWLR  
7KH\ WKLQN WKDW DIWHU WDNLQJ RQH RU WZR VHF  
WHDFKHUV 7KHVH WHDFKHU FDQGLGDWHV ODFN DS  
UHDVRQ 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

7DEOH \$GYDQWDJHV DQG GLVDGYDQWDJHV

\$GYDQWDJHV	'LVDGYDQWDJHV
,Q VHDFK RI V\WHPDWLF LQ /DFN RI SUDFWLFH (TXLSSH\ZLWKHLFDO 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 %HLQWHDFKHU ZLWK SHGDJRJL (TXLSLWK JOREDOL NQRZOHG. 1RW HQRXJK TXDOLILHG DFDG )ROORZ VFLHQFH DQG WHFKQI JOREDOL]DWLRQ	

'LVFXVVLQR &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 7KHVH 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 LQQRYDWLRQ EHLQJ HT  
WDWLRQ WR WRGD\¶V UHTXLUHPHQWV 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  
FRQLQXRXV GHYHORSPHQW RI WKH WUDLQLQJ V  
DQG WKH 0LQLVWU\ RI (GXFDFWLRQ VKRXOG JLYH I  
V\ VWHP DQG SURYLGH FRQLQXRXV 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 0LQLVWU\ RI (GXFDFWLRQ DQG W  
FRQLQXRXVO\ 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 SHRSO  
ZHOO DV EHLQJ NQRZOHGJHDEOH LQ GLIIHUHQW D

FKDUDFWHULVWLFV ,I SURVSHFWLYH WHDFKHUV  
FDQ EULQJ XS EHWWHU JHQUHDWLRQV )RU WKL  
SURVSHFWLYH WHDFKHUV VKRXOG QRW EH LJQRU  
FKDUDFWHULVWLFV

‡ EULQJLQJ XS RXU SURVSHFWLYH WHDFKHUV DV  
DWWLWXGHV DIIHFW QRW RQO\ WKH VWXGHQWV E  
PDNH XS WKH VRFLHW\ LWVHOI 6R WKH WHDFKHU  
IRU VWXGHQWV DQG VRFLHW\

‡ HQVXULQJ WKDW WKH WHDFKHUV KDYH UHDVRQ  
WHDFKHUV¶ UHDVRQLQJ DQG FULWLFDO WKLQNLQ  
VWXGHQWV DQG QHZ JHQUHDWLRQV FDQ KDYH WK  
WHDFKHUV 7KHUHIRUH KDYLQJ UHDVRQLQJ DQG  
WHDFKHU LV LPSRUWDQW LQ WKH HGXFDWLRQDO

‡ EULQJLQJ XS WHDFKHUV ZKR DUH SUREOHP VRO  
JRRG OLVWHQHUV VHQLWLYH QRQMXGJPHQWDO  
H[WURYHUWHG VHOI FRQ¿GHQW DQG GHYHORS W

g]HW

**Giriş**

g÷UHWP HQOHULQ H÷LWLP VLVWHPLQGHNL \HUL |  
JHOLúLPL JHUHNOL NŌOPDNWDGŌU %X QHGHQOH  
|÷UHWP HQ \HWLúWLUPH VLVWHPOHULQH YXUJX \DSŌ  
PH VLVWHPLQL &XPKXUL\HWWHQ |QFH YH VRQUD RO  
¶H J|UH |÷UHWP HQ \HWLúWLUPH VLVWHPLQLQ E  
X]DQP DNWDGŌU )DWLK DODQODUD J|UH |÷UHWP HQ  
UXFXGXU

\ŌŌŌQGD *Darülmua'llimin* |÷UHWP HQ RNXOX |÷UHWP  
\H \|QHOLN LON NXUXP RODUDN J|U•OPHNWHGLU 'D  
DoŌOPŌú YH \ŌŌŌQGD *İptidaiye* KENNEDY *Öğretmen*  
'*Darülmua'llimin-i İptidaiye*' DGŌQGD |÷UHWP HQ \HWLúWLUPH NX  
ODQPŌúWŌU

&XPKXUL\HW G|QHPLQGH |÷UHWP HQ \HWLúWLUPHQ  
U•OPHNWHGLU .Ō] YH HUNHN |÷UHWP HQ RNXOODUŌ  
DúDPDODUGDQ ELULGLU OŌ \ŌŌODUGD Q•IXVXQ  
OXPXQGD µN|\H J|UH |÷UHWP HQ \HWLúWLUPH¶ VRUX  
DGŌ\OD |÷UHWP HQ \HWLúWLUPHQ NXUXPODU DoŌOPŌú

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 |QHPL  
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 DúDPDODUGÕU  
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•QGHPGH \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 \  
\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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